1994-1995
Report on the

SALARY BUDGET SURVEY

American
Compensation
Association

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Industry Groupings

Agriculture, Forestry, Fishing – Agricultural production (crops); agricultural production (livestock and animal specialties); agriculture services; forestry; fishing, hunting and trapping.

Oil & Gas Extraction – Oil and gas extraction

All Other Mining – Metal mining, coal mining, mining and quarrying of nonmetallic minerals (except fuels)

All Construction – Building construction (general contractors and operative builders), heavy construction other than building construction (contractors), construction (special trade contractors)

Food and Kindred Products – Food and kindred products

Paper & Allied Products – Paper and allied products

Printing, Publishing – Printing, publishing, and allied industries

Chemicals & Allied Products – Chemicals and allied products

Drugs – Medicinal chemicals, botanical products, pharmaceutical preparations, biological products

Petroleum and Coal Products – Petroleum refining and related industries

Rubber & Misc. Plastics Products – Rubber and miscellaneous plastics products

Primary Metal Industries – Primary metal industries

Fabricated Metal Products – Fabricated metal products, except machinery and transportation equipment

Industrial Machinery & Equipment – Industrial and commercial machinery and computer equipment

Electronic & Other Electrical – Electronic and other electrical equipment and components, except computer equipment

Transportation Equipment – Transportation equipment

Instruments & Related Products – Measuring, analyzing, and controlling instruments; photographic, medical and optical goods; watches and clocks, search and navigation equipment

All Other Manufacturing – Tobacco products; textile mill products; apparel and other finished products made from fabrics and similar materials; lumber and wood products (except furniture); furniture and fixtures; leather and leather products; stone, clay and glass products; miscellaneous manufacturing industries

Transportation By Air – Transportation by air

Transportation Services – Transportation services

Communications – Telephone, telegraph, radio, television, cable

Electric, Gas & Sanitary Services – Electric, gas, and sanitary services

All Other Transportation – Railroad transportation, local and suburban transit and interurban highway passenger transportation, motor freight transportation and warehousing, United States Postal Service, water transportation, pipelines (except natural gas)

Wholesale Trade/Durable Goods – Wholesale trade/durable goods

Wholesale Trade/Nondurable Goods – Wholesale trade/nondurable goods

General Merchandise Stores – General merchandise stores

Food Stores – Food stores

Apparel & Accessory Stores – Apparel and accessory stores

Eating & Drinking Places – Eating and drinking places

All Other Retail Trade – Building materials, hardware, garden supply, and mobile home dealers; automotive dealers and gasoline service stations; home furniture, furnishings, and equipment stores; miscellaneous retail

Depository Institutions – Depository institutions

Non-Depository Institutions – Non-depository credit institutions

Security & Commodity Brokers – Security and commodity brokers, dealers, exchanges, and services

Insurance Carriers – Insurance carriers

Holding & Other Investment – Holding and other investment offices

All Other Finance, Insurance, Real Estate – Insurance agents, brokers, and service; real estate

Hotels & Other Lodging Places – Hotels, motels, rooming houses, camps, and other lodging places

Business Services – Business services

Health Services – Health services

Educational Services – Educational services

Membership Organizations – Membership organizations

Engineering, Research, Accounting – Engineering, research, accounting, management, and related services

All Other Services – Personal services; automotive repair, services, and parking; miscellaneous repair services; motion pictures; amusement and recreation services; legal services; social services; museums, art galleries, and botanical and zoological gardens; private households; miscellaneous services

Executive, Legislative, General Government – Executive, legislative, general government

All Other Public Administration – Justice, public order, safety, finance, taxation, monetary policy, human resources, environmental quality and housing, economic programs, national security and international affairs

All Other – All other nonclassifiable establishments

Table of Contents

Page

Survey Highlights 4-8

Map of ACA Regions 9

Reporting Format 9

National (U.S.)
- Non-exempt Salary Budgets 10
- Exempt Salary Budgets 11
- Officer/Executive Salary Budgets 12
- Salary Structure Adjustments 13

Eastern Region (U.S.)
- Non-exempt Salary Budgets 14
- Exempt Salary Budgets 15
- Officer/Executive Salary Budgets 16
- Salary Structure Adjustments 17

Central Region (U.S.)
- Non-exempt Salary Budgets 18
- Exempt Salary Budgets 19
- Officer/Executive Salary Budgets 20
- Salary Structure Adjustments 21

Southern Region (U.S.)
- Non-exempt Salary Budgets 22
- Exempt Salary Budgets 23
- Officer/Executive Salary Budgets 24
- Salary Structure Adjustments 25

Western Region (U.S.)
- Non-exempt Salary Budgets 26
- Exempt Salary Budgets 27
- Officer/Executive Salary Budgets 28
- Salary Structure Adjustments 29

Page

Canada
- Non-management Salary Budgets 30
- Management Salary Budgets 31
- Officer/Executive Salary Budgets 32
- Salary Structure Adjustments 33

Total Promotional Increases 34-35

Company Listing
- United States 36-51
- Canada 51-52

Definitions 53

Sample Salary Budget Survey Questionnaire 54

Order Form for Additional Copies 55

Supplemental Report Order Form 55

Supplemental Reports

ACA is offering confidential supplemental reports for purchase, based on data collected in the **1994-1995 Salary Budget Survey**. These special reports will provide salary-increase data for groups of 10 to 25 organizations selected from the list of survey respondents that authorized the use of data for this purpose. See page 55 for details.

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Report on the 1994-1995 SALARY BUDGET SURVEY

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Survey Highlights

1994-1995 SALARY BUDGET SURVEY REPORT

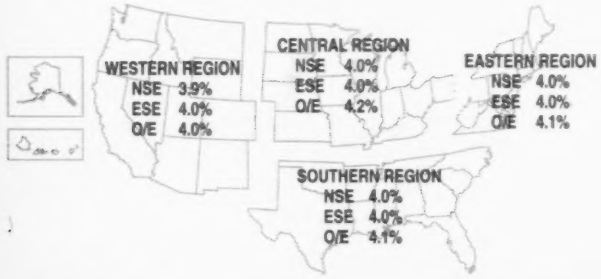
The 1994-1995 Salary Budget Survey is the 21st such survey conducted by the American Compensation Association. This year there were more than 3,600 responses. Data for the report were provided by 3,307 U.S. firms and 322 Canadian firms for a total of 3,629. The respondents represent a broad cross section of industries including agriculture, forestry and fishing; mining; construction; manufacturing; transportation; communications; electric, gas and sanitary services; wholesale trade; retail trade; financial, insurance and real estate; service; and public administration.

UNITED STATES FIRMS

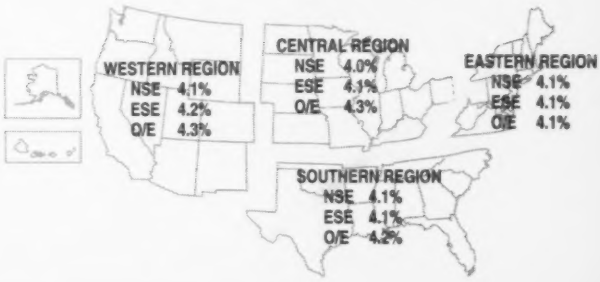
Budgets for salary increases fell in the United States for the fourth consecutive year. The survey results show continued reversal of steady salary budget growth that occurred in the late 1980s. The actual budget increases for 1994 fell approximately 0.3 of a percentage point below the projections made in 1993. For 1994, all regions reported salary budgets of 4.0 percent for exempt salaried employees. All regions were within 0.1% of or matched the national average in the non-exempt and executive salaried employees categories.

UNITED STATES Salary Budget Increases	Projected 1994	Actual 1994	Projected 1995
	National	National	National
Non-exempt salaried employees (NSE)	4.2%	4.0%	4.1%
Exempt salaried employees (ESE)	4.3%	4.0%	4.1%
Officers/Executives (O/E)	4.4%	4.1%	4.2%

1994 Actual Salary Budget



1995 Projected Salary Budget

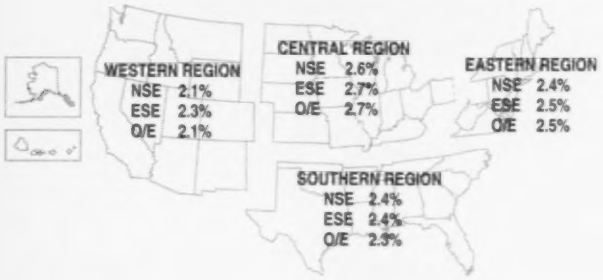


UNITED STATES Salary Budget Trends	ACTUAL											Projected
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Non-exempt	6.4%	6.2%	5.7%	5.0%	5.1%	5.2%	5.4%	5.0%	4.6%	4.2%	4.0%	4.1%
Exempt	6.5%	6.4%	5.9%	5.2%	5.2%	5.4%	5.5%	5.0%	4.7%	4.3%	4.0%	4.1%
Officers/Executives	6.8%	6.7%	6.3%	5.5%	5.6%	5.7%	5.8%	5.1%	4.8%	4.4%	4.1%	4.2%

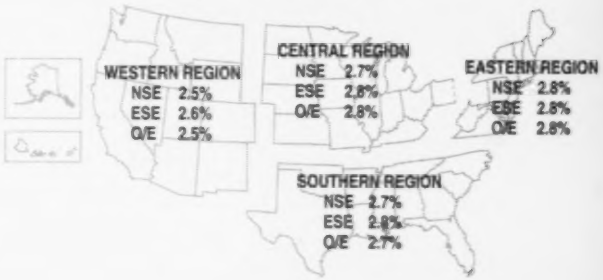
Salary structure increases in the U.S. followed a similar pattern to the salary budget increases, also falling for the fourth consecutive year.

UNITED STATES Salary Structure Increases	Projected 1994	Actual 1994	Projected 1995
	National	National	National
Non-exempt salaried employees (NSE)	2.9%	2.4%	2.7%
Exempt salaried employees (ESE)	3.0%	2.5%	2.8%
Officers/Executives (O/E)	3.0%	2.5%	2.7%

1994 Actual Salary Structure

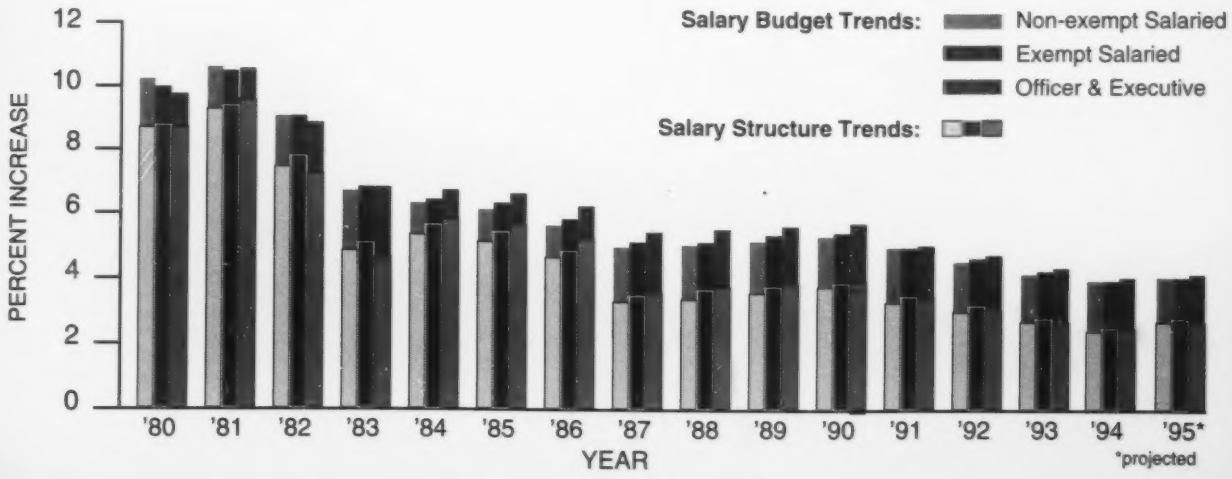


1995 Projected Salary Structure



UNITED STATES Salary Structure Trends	ACTUAL											Projected
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Non-exempt	5.4%	5.2%	4.7%	3.3%	3.4%	3.6%	3.8%	3.3%	3.0%	2.7%	2.4%	2.7%
Exempt	5.7%	5.5%	4.9%	3.5%	3.7%	3.8%	3.9%	3.5%	3.2%	2.8%	2.5%	2.8%
Officers/Executives	5.9%	5.7%	5.3%	3.6%	3.8%	3.9%	4.0%	3.5%	3.1%	2.7%	2.5%	2.7%

UNITED STATES – Comparison of Salary Budget Trends to Salary Structure Trends



CANADIAN FIRMS

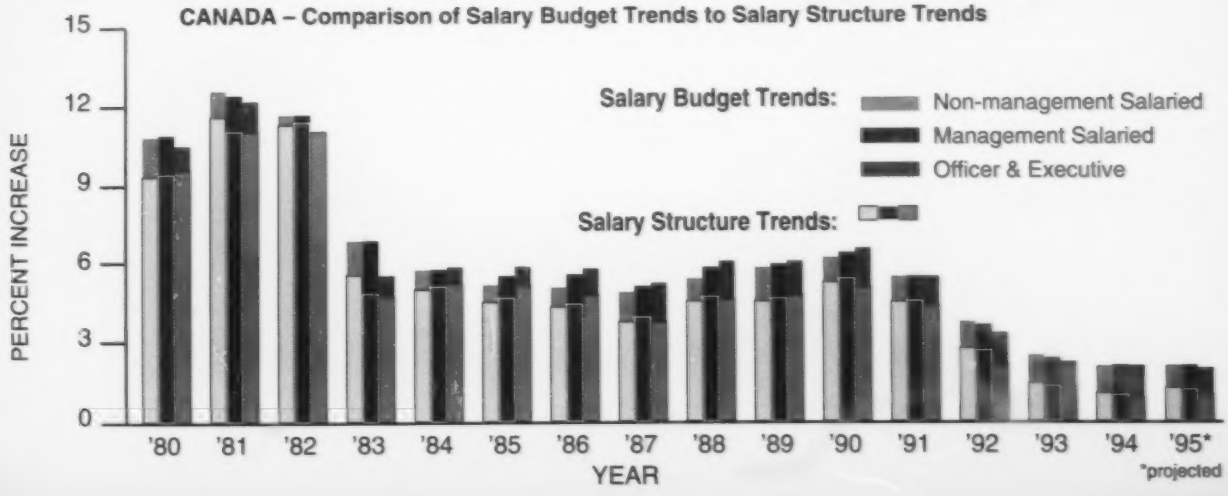
Average salary budget percentages for Canadian organizations continued to decline to their lowest point in the last 10 years. Average salary structure increases followed a similar pattern to the salary budget increases, also reaching a 10-year low.

CANADA Salary Budget Increases	Projected 1994	Actual 1994	Projected 1995
Non-management salaried employees	2.4%	2.1%	2.1%
Management salaried employees	2.5%	2.1%	2.1%
Officers/Executives	2.4%	2.1%	2.0%

CANADA Salary Budget Trends	ACTUAL											Projected
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Non-management	5.7%	5.2%	5.1%	4.9%	5.4%	5.8%	6.2%	5.5%	3.7%	2.5%	2.1%	2.1%
Management	5.7%	5.5%	5.6%	5.1%	5.8%	5.9%	6.3%	5.5%	3.6%	2.4%	2.1%	2.1%
Officers/Executives	5.8%	5.8%	5.8%	5.2%	6.0%	6.0%	6.4%	5.5%	3.3%	2.3%	2.1%	2.0%

CANADA Salary Structure Increases	Projected 1994	Actual 1994	Projected 1995
Non-management salaried employees	2.5%	1.0%	1.2%
Management salaried employees	1.5%	0.9%	1.1%
Officers/Executives	1.4%	0.8%	1.0%

CANADA Salary Structure Trends	ACTUAL											Projected
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Non-management	5.0%	4.5%	4.3%	3.7%	4.5%	4.5%	5.2%	4.5%	2.7%	1.4%	1.0%	1.2%
Management	5.1%	4.6%	4.4%	3.9%	4.7%	4.6%	5.3%	4.5%	2.6%	1.3%	0.9%	1.1%
Officers/Executives	5.2%	5.2%	4.8%	3.7%	4.6%	4.8%	5.1%	4.4%	2.2%	1.3%	0.8%	1.0%



VARIABLE PAY

This is a new column added to the Salary Budget Survey this year. Variable Pay is defined as the amount established by management as a percentage of payroll to be granted as variable pay during the year. Included in this calculation are individual incentive awards, special individual recognition awards, group/team awards, organizationwide awards, and scheduled lump-sum awards. Excluded are any awards intended only for management/executive-level employees.

VARIABLE PAY ACTUAL 1994

	NATIONAL		EASTERN		CENTRAL		SOUTHERN		WESTERN		CANADIAN	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Non-exempt	383	3.2	108	2.8	94	3.8	68	3.5	113	3.0	52	3.2
Exempt	429	4.3	118	4.0	113	4.7	73	4.4	125	4.1	63	5.8
Officers/Executives	350	10.1	98	9.7	94	9.5	60	10.5	98	10.7	54	10.4

VARIABLE PAY PROJECTED 1995

	NATIONAL		EASTERN		CENTRAL		SOUTHERN		WESTERN		CANADIAN	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Non-exempt	353	3.4	97	3.0	100	3.7	57	3.8	101	3.2	38	2.8
Exempt	393	4.4	104	4.1	113	4.8	65	4.6	111	4.3	48	5.3
Officers/Executives	320	9.7	82	9.2	89	9.1	61	11.2	88	9.9	40	10.4

PROMOTIONAL INCREASES (For detailed report, refer to pages 34 – 35.)

In the United States, 1994 budgeted promotional increases average 0.8 percent of total base salaries, based on figures supplied by 556 U.S. organizations (16.8 percent of the U.S. survey respondents). The number of U.S. employees receiving promotional increases in 1993 was equal to 9.2 percent of the employee population, based on responses from 458 organizations (17 percent of U.S. survey respondents). Canadian responses indicate that 6.7 percent of the employee population will receive promotional increases in 1994, and total budgeted promotional increases will equal 0.8 percent of total base salaries. Canadian responses indicate that 7.0 percent of the employee population received promotional increases in 1993. Budgeted promotional increases reported for Canadian organizations equaled 0.8 percent of total base salaries.

UNITED STATES Promotional Increases

	1992		1993		1994	
	Employees Receiving Promotional Increases	% of Total Base Salaries	Employees Receiving Promotional Increases	% of Total Base Salaries	Employees Receiving Promotional Increases	% of Total Base Salaries
Total Companies	9.4%	0.8%	9.2%	0.8%	9.8%	0.8%

CANADA Promotional Increases

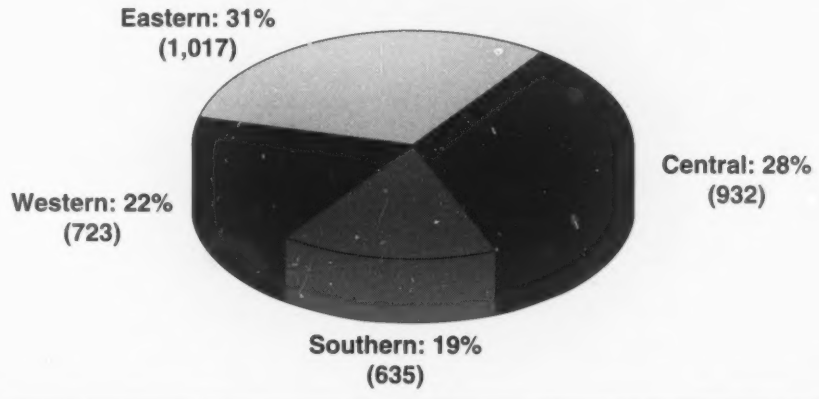
	1992		1993		1994	
	Employees Receiving Promotional Increases	% of Total Base Salaries	Employees Receiving Promotional Increases	% of Total Base Salaries	Employees Receiving Promotional Increases	% of Total Base Salaries
Total Companies	6.3%	1.0%	7.0%	0.8%	6.7%	0.8%

DEMOGRAPHIC DATA

Number of Responses to the 1994-1995 Salary Budget Survey

Total United States and Canada	3,629
Total United States	3,307
Total Canada	322

Total United States Responses by Regions



Top Ten Responses by Industry

U.S. Industry (3,307)	#	%	Canadian Industry (322)	#	%
1. Health Services	332	10.0%	1. Insurance Carriers	25	7.8%
2. Business Services	242	7.3%	2. Executive, Legislative, Gen. Govt.	21	6.5%
3. Electronic & Other Electrical	214	6.5%	3. Depository Institutions	20	6.2%
4. Depository Institutions	203	6.1%	4. Communications	19	5.9%
5. Insurance Carriers	200	6.0%	5. Business Services	16	5.0%
6. Electric, Gas & Sanitary Services	155	4.7%	6. Electronic & Other Electrical	15	4.7%
7. All Other Manufacturing	147	4.4%	7. Oil & Gas Extraction	14	4.3%
8. Engineering Research & Accounting	111	3.4%	8. Electric, Gas & Sanitary Services	14	4.3%
9. Industrial Machinery Equipment	103	3.1%	9. Chemical & Allied Products	12	3.7%
10. Instruments & Related Products	102	3.1%	10. Food & Kindred Products	12	3.7%

ACA REGIONS

Industry Groupings

The following survey data are reported individually for 46 major industry groupings as well as in the aggregate for all industries. Industries with fewer than five survey respondents are grouped in the category of "Other."

Reporting Format

The detailed data on the 46 industry groups shows types and amounts of increases granted. Data for the U.S. and four ACA regions (Eastern, Central, Southern and Western – see above) are reported separately for three categories of employees:

1) Non-exempt salaried employees covered by the Fair Labor Standards Act
2) Exempt employees – not subject to FLSA, and
3) Officers and executives.

Data for Canada is reported separately for three categories of employees:

1) Non-management salaried employees
2) Management salaried employees, and
3) Officers and executives.

National (U.S.)

Non-Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	2	2.8	12	3.5	13	3.7	3	5.6
Oil & Gas Extraction	—	—	22	3.7	22	3.7	3	3.2
All Other Mining	1	3.0	12	3.5	13	3.5	3	2.0
All Construction	—	—	14	3.9	14	3.9	1	1.0
Food & Kindred Products	2	2.9	83	3.9	83	4.0	7	5.2
Paper & Allied Products	1	3.3	19	3.8	20	3.7	2	1.0
Printing and Publishing	4	3.6	60	4.1	63	4.1	9	1.8
Chemicals & Allied Products	5	3.4	91	3.8	92	3.9	15	1.9
Drugs & Pharmaceuticals	8	3.0	51	4.0	54	4.2	7	2.8
Petroleum & Coal Products	—	—	22	3.5	22	3.5	7	3.4
Rubber & Misc. Plastic Products	6	3.4	22	3.8	26	4.0	4	2.7
Primary Metals Industries	3	3.0	25	3.0	28	3.0	4	4.6
Fabricated Metal Products	1	4.0	50	3.8	51	3.8	6	4.4
Industrial Machinery & Equipment	8	4.0	96	3.7	99	3.9	12	3.8
Electronic & Other Electrical	5	2.9	204	4.1	206	4.1	34	2.5
Transportation Equipment	7	2.8	82	3.6	84	3.7	18	2.7
Instruments & Related Products	2	2.0	93	3.9	94	3.9	12	4.0
All Other Manufacturing	10	3.1	133	3.9	140	3.9	15	2.4
Transportation by Air	—	—	8	3.6	8	3.6	—	—
Transportation Services	3	3.2	11	3.6	13	3.8	2	6.3
Communications	2	2.1	48	4.2	49	4.2	10	4.0
Electric, Gas & Sanitary Services	18	3.2	135	3.7	143	3.9	26	4.0
All Other Transportation	7	3.2	21	3.2	27	3.3	3	1.8
Wholesale Trade–Durable Goods	—	—	37	3.8	37	3.8	1	3.5
Wholesale Trade–Nondurable Goods	7	3.0	46	3.9	49	4.1	2	10.8
General Merchandise Stores	1	3.0	21	3.8	22	3.8	—	—
Food Stores	2	2.3	14	3.0	16	2.9	—	—
Apparel & Accessory Stores	—	—	13	4.2	13	4.2	2	1.5
Eating & Drinking Places	—	—	20	4.3	20	4.3	—	—
All Other Retail Trade	5	3.5	42	4.3	47	4.2	6	2.0
Depository Institutions	5	2.3	197	4.1	198	4.1	28	3.9
Nondepository Institutions	2	4.3	30	4.1	30	4.4	4	6.3
Security & Commodity Brokers	1	5.0	28	4.6	28	4.7	2	8.4
Insurance Carriers	12	2.7	191	4.2	197	4.3	30	2.5
Holding & Other Investment	2	1.8	39	4.5	39	4.6	3	5.3
All Other Finance, Insur., Real Estate	2	3.5	23	4.2	24	4.3	2	3.3
Hotels & Other Lodging Places	1	2.5	15	4.1	16	4.0	—	—
Business Services	8	3.5	198	4.2	203	4.2	40	4.2
Health Services	77	2.8	255	3.6	316	3.6	22	2.1
Educational Services	36	3.2	54	3.2	81	3.5	4	1.8
Membership Organizations	8	4.2	54	4.1	59	4.3	5	2.8
Engineering, Research & Accounting	4	3.9	94	3.6	96	3.7	9	2.9
All Other Services	12	3.0	70	4.1	79	4.1	7	2.7
Executive, Legislative, General Govt.	47	3.0	53	3.2	75	4.2	3	1.0
All Other Public Administration	9	2.6	10	3.4	17	3.4	4	1.8
All Other	4	3.9	76	3.9	79	3.9	6	2.5
TOTAL U.S. FIRMS**	340	3.1	2894	3.9	3105	4.0	383	3.2

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	1	2.5	11	4.0	12	3.9	3	6.0
Oil & Gas Extraction	—	—	14	4.3	14	4.3	1	5.0
All Other Mining	1	3.0	11	3.6	11	3.9	2	1.5
All Construction	—	—	13	4.2	13	4.2	2	3.8
Food & Kindred Products	2	2.8	77	4.1	77	4.2	9	5.0
Paper & Allied Products	2	1.8	14	4.0	15	4.0	4	1.3
Printing and Publishing	4	3.1	55	4.1	58	4.1	12	2.0
Chemicals & Allied Products	3	3.3	75	3.8	76	3.9	11	2.4
Drugs & Pharmaceuticals	5	2.4	41	4.0	43	4.1	4	1.4
Petroleum & Coal Products	—	—	17	3.6	17	3.6	4	3.2
Rubber & Misc. Plastic Products	5	3.4	18	4.0	21	4.3	2	3.0
Primary Metals Industries	1	3.0	21	3.3	22	3.2	4	6.1
Fabricated Metal Products	1	5.0	47	4.0	48	4.0	6	4.4
Industrial Machinery & Equipment	6	3.2	84	4.0	86	4.1	12	3.4
Electronic & Other Electrical	5	2.4	167	4.1	169	4.2	31	2.5
Transportation Equipment	7	2.9	71	3.9	73	4.1	17	3.7
Instruments & Related Products	2	1.8	75	4.0	76	4.0	9	4.6
All Other Manufacturing	8	3.0	114	4.1	120	4.1	14	2.9
Transportation by Air	—	—	7	4.2	7	4.2	—	—
Transportation Services	1	3.0	9	4.1	10	4.0	1	2.5
Communications	1	2.3	43	4.1	43	4.2	8	4.0
Electric, Gas & Sanitary Services	13	2.8	114	3.7	119	3.8	23	3.9
All Other Transportation	5	2.6	19	3.7	23	3.6	5	5.5
Wholesale Trade–Durable Goods	—	—	36	4.2	36	4.2	2	3.8
Wholesale Trade–Nondurable Goods	7	2.7	38	3.9	41	4.0	2	10.0
General Merchandise Stores	1	3.0	19	3.9	20	3.9	—	—
Food Stores	2	2.3	11	3.5	13	3.3	1	.5
Apparel & Accessory Stores	—	—	11	4.5	11	4.5	2	1.3
Eating & Drinking Places	—	—	19	4.3	19	4.3	—	—
All Other Retail Trade	4	3.3	35	4.1	37	4.2	6	2.0
Depository Institutions	6	2.8	163	4.2	166	4.2	28	3.5
Nondepository Institutions	—	—	23	4.4	23	4.4	3	8.3
Security & Commodity Brokers	—	—	22	4.5	22	4.5	1	10.0
Insurance Carriers	11	2.8	162	4.2	167	4.2	27	2.5
Holding & Other Investment	—	—	28	4.5	28	4.5	1	10.0
All Other Finance, Insur., Real Estate	2	3.8	19	4.3	20	4.5	1	5.0
Hotels & Other Lodging Places	—	—	13	4.1	13	4.1	1	.3
Business Services	9	3.1	176	4.4	181	4.4	39	5.0
Health Services	49	3.0	211	3.5	246	3.6	25	2.6
Educational Services	22	2.6	40	3.4	56	3.5	2	.6
Membership Organizations	8	3.5	44	4.0	49	4.2	3	1.9
Engineering, Research & Accounting	3	3.7	81	4.2	81	4.3	7	2.5
All Other Services	6	3.1	65	4.1	69	4.1	7	2.4
Executive, Legislative, General Govt.	30	3.1	40	3.3	53	4.2	2	1.0
All Other Public Administration	5	1.8	11	3.5	16	2.9	3	2.0
All Other	4	4.1	66	4.3	69	4.3	6	2.3
TOTAL U.S. FIRMS**	243	2.9	2452	4.0	2591	4.1	353	3.4

American Compensation Association
1994/1995 Salary Budget Survey

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

National (U.S.)

Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	1	2.0	13	3.6	13	3.8	4	4.1
Oil & Gas Extraction	—	—	22	3.8	22	3.8	3	3.4
All Other Mining	1	3.0	12	3.5	13	3.5	3	2.0
All Construction	—	—	14	4.0	14	4.0	1	1.0
Food & Kindred Products	3	2.9	88	4.0	88	4.1	8	7.4
Paper & Allied Products	1	3.3	20	3.7	20	3.8	2	1.0
Printing and Publishing	3	4.0	64	4.0	67	4.0	11	3.6
Chemicals & Allied Products	2	3.8	92	3.8	93	3.9	16	2.3
Drugs & Pharmaceuticals	7	2.9	52	4.2	54	4.4	7	3.6
Petroleum & Coal Products	—	—	23	3.5	23	3.5	8	3.0
Rubber & Misc. Plastic Products	4	3.4	22	4.1	26	4.0	5	4.3
Primary Metals Industries	2	3.0	26	3.3	27	3.4	4	4.6
Fabricated Metal Products	1	4.0	50	3.8	51	3.8	6	6.3
Industrial Machinery & Equipment	4	4.9	99	3.8	101	3.9	13	4.6
Electronic & Other Electrical	2	3.9	211	4.2	211	4.2	34	2.8
Transportation Equipment	5	2.8	85	3.7	86	3.8	18	3.2
Instruments & Related Products	2	1.5	98	4.0	99	4.0	14	3.7
All Other Manufacturing	5	2.7	140	4.0	144	3.9	16	3.6
Transportation by Air	—	—	8	3.7	8	3.7	1	10.0
Transportation Services	1	3.2	12	4.1	13	4.0	2	6.3
Communications	1	3.0	56	4.1	56	4.1	11	5.2
Electric, Gas & Sanitary Services	12	3.1	148	3.8	151	4.0	32	4.2
All Other Transportation	4	3.0	27	3.5	31	3.4	4	4.9
Wholesale Trade–Durable Goods	—	—	38	4.0	38	4.0	1	3.5
Wholesale Trade–Nondurable Goods	4	2.7	51	4.0	52	4.1	4	8.0
General Merchandise Stores	1	3.0	24	3.8	25	3.7	2	5.4
Food Stores	1	3.2	19	3.3	20	3.3	1	2.0
Apparel & Accessory Stores	—	—	14	4.3	14	4.3	1	1.0
Eating & Drinking Places	—	—	20	4.3	20	4.3	—	—
All Other Retail Trade	2	3.9	49	4.1	51	4.1	5	2.6
Depository Institutions	6	1.9	199	4.1	200	4.1	30	4.6
Nondepository Institutions	2	4.3	31	4.3	31	4.6	4	12.3
Security & Commodity Brokers	1	5.0	28	4.5	28	4.7	2	13.8
Insurance Carriers	7	2.0	194	4.3	197	4.3	31	3.4
Holding & Other Investment	1	3.0	39	4.5	39	4.6	4	5.8
All Other Finance, Insur., Real Estate	2	3.5	24	4.4	25	4.5	2	5.8
Hotels & Other Lodging Places	1	2.5	16	4.4	17	4.3	1	2.2
Business Services	7	4.4	199	4.3	204	4.4	46	6.7
Health Services	57	2.8	286	3.7	328	3.7	26	3.1
Educational Services	34	2.9	63	3.1	85	3.5	3	1.2
Membership Organizations	7	3.0	55	4.0	58	4.1	7	3.2
Engineering, Research & Accounting	3	3.5	96	3.7	97	3.8	13	5.8
All Other Services	8	2.8	75	4.2	81	4.2	9	4.2
Executive, Legislative, General Govt.	43	2.7	56	3.3	75	4.0	3	1.0
All Other Public Administration	8	2.5	11	3.4	17	3.4	4	1.8
All Other	3	4.2	78	3.9	81	3.9	7	4.4
TOTAL U.S. FIRMS**	259	2.9	3047	4.0	3194	4.0	429	4.3

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	—	—	12	4.0	12	4.0	3	4.7
Oil & Gas Extraction	—	—	14	4.4	14	4.4	1	5.0
All Other Mining	1	3.0	11	3.6	11	3.9	2	1.5
All Construction	—	—	13	4.3	13	4.3	2	3.8
Food & Kindred Products	2	2.8	79	4.2	79	4.2	9	6.5
Paper & Allied Products	2	1.8	15	3.9	15	4.1	3	1.7
Printing and Publishing	3	3.5	59	4.1	62	4.1	13	3.4
Chemicals & Allied Products	3	3.3	75	3.9	76	4.0	13	2.9
Drugs & Pharmaceuticals	4	2.0	43	4.1	44	4.2	4	2.3
Petroleum & Coal Products	—	—	17	3.7	17	3.7	4	3.7
Rubber & Misc. Plastic Products	3	3.4	18	4.3	21	4.2	3	3.7
Primary Metals Industries	1	3.0	21	3.5	22	3.5	4	6.2
Fabricated Metal Products	1	5.0	48	4.1	49	4.1	6	6.3
Industrial Machinery & Equipment	3	3.3	87	4.1	88	4.2	14	4.1
Electronic & Other Electrical	2	2.0	174	4.2	174	4.3	30	2.9
Transportation Equipment	4	2.3	74	4.0	74	4.1	17	3.7
Instruments & Related Products	—	—	78	4.1	78	4.1	10	4.4
All Other Manufacturing	4	2.5	119	4.3	122	4.2	16	4.3
Transportation by Air	—	—	7	4.3	7	4.3	1	15.0
Transportation Services	—	—	10	4.4	10	4.4	1	2.5
Communications	1	3.0	50	4.0	50	4.1	8	5.6
Electric, Gas & Sanitary Services	10	2.7	125	3.8	128	3.9	29	3.9
All Other Transportation	4	2.1	26	3.9	28	3.9	5	7.5
Wholesale Trade–Durable Goods	—	—	39	4.2	39	4.2	2	5.3
Wholesale Trade–Nondurable Goods	4	2.6	42	4.2	44	4.2	4	7.8
General Merchandise Stores	1	3.0	22	3.9	23	3.8	2	5.2
Food Stores	1	3.5	16	3.7	17	3.6	1	2.0
Apparel & Accessory Stores	—	—	11	4.6	11	4.6	2	2.8
Eating & Drinking Places	—	—	19	4.3	19	4.3	—	—
All Other Retail Trade	2	3.6	39	4.2	41	4.1	5	2.6
Depository Institutions	7	2.4	163	4.2	166	4.2	29	4.5
Nondepository Institutions	—	—	23	4.4	23	4.4	3	16.3
Security & Commodity Brokers	—	—	22	4.6	22	4.6	1	16.0
Insurance Carriers	6	2.1	166	4.2	168	4.2	26	3.2
Holding & Other Investment	—	—	28	4.5	28	4.5	1	15.0
All Other Finance, Insur., Real Estate	2	3.8	19	4.4	20	4.6	2	5.5
Hotels & Other Lodging Places	—	—	14	4.4	14	4.4	2	1.2
Business Services	9	3.2	172	4.4	177	4.5	48	6.4
Health Services	37	3.0	232	3.5	256	3.6	29	3.4
Educational Services	18	2.9	46	3.3	59	3.5	1	.2
Membership Organizations	8	3.5	45	3.9	49	4.1	4	2.4
Engineering, Research & Accounting	3	3.3	81	4.2	82	4.3	12	5.9
All Other Services	4	2.9	68	4.2	71	4.2	9	3.7
Executive, Legislative, General Govt.	27	2.8	41	3.3	53	4.0	2	1.0
All Other Public Administration	4	1.3	12	3.5	16	2.9	3	2.0
All Other	3	4.2	68	4.3	71	4.3	7	4.5
TOTAL U.S. FIRMS**	186	2.8	2563	4.1	2663	4.1	393	4.4

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

National (U.S.)

Officer & Executive Level

INDUSTRY	1994 Actual Increases								1995 Projected Increases							
	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY		GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	1	2.0	12	3.8	12	4.0	3	25.0	—	—	11	4.1	11	4.1	2	10.0
Oil & Gas Extraction	—	—	17	4.1	17	4.1	1	30.0	—	—	13	4.8	13	4.8	1	23.0
All Other Mining	1	3.0	11	3.5	12	3.5	3	7.7	1	3.0	9	3.8	9	4.1	2	1.5
All Construction	—	—	12	3.8	12	3.8	1	1.0	—	—	12	4.3	12	4.3	1	7.5
Food & Kindred Products	2	2.9	74	4.0	74	4.1	7	11.0	2	2.8	65	4.3	65	4.4	6	12.6
Paper & Allied Products	1	3.3	18	4.1	18	4.2	1	1.5	2	1.8	14	3.9	14	4.2	1	1.5
Printing and Publishing	—	—	56	4.3	57	4.3	8	11.2	1	3.0	53	4.5	53	4.5	9	5.6
Chemicals & Allied Products	2	3.8	83	4.0	84	4.1	13	11.3	3	3.3	72	4.0	73	4.0	10	12.2
Drugs & Pharmaceuticals	7	2.9	45	4.5	47	4.7	5	15.1	4	2.0	40	4.4	41	4.5	3	13.1
Petroleum & Coal Products	—	—	22	3.6	22	3.6	4	14.9	—	—	16	3.7	16	3.7	4	16.1
Rubber & Misc. Plastic Products	4	3.9	20	3.9	24	3.9	5	10.0	3	3.4	15	4.1	18	4.0	3	4.8
Primary Metals Industries	2	3.0	26	3.9	27	4.0	3	13.0	1	3.0	20	4.2	21	4.1	2	13.5
Fabricated Metal Products	1	7.0	42	4.2	43	4.3	4	11.1	1	7.0	38	4.7	39	4.7	4	8.5
Industrial Machinery & Equipment	3	5.5	86	4.0	88	4.0	8	9.4	2	3.5	76	4.3	77	4.3	9	8.1
Electronic & Other Electrical	2	3.9	168	4.2	168	4.3	21	6.4	2	2.0	148	4.3	148	4.3	20	6.9
Transportation Equipment	4	2.7	70	3.7	71	3.8	14	13.4	3	2.3	62	4.1	62	4.2	15	11.4
Instruments & Related Products	3	1.7	81	4.1	83	4.0	9	10.9	—	—	66	4.1	66	4.1	7	9.1
All Other Manufacturing	4	3.0	114	4.3	118	4.2	11	9.5	3	2.3	102	4.5	104	4.5	11	10.2
Transportation by Air	—	—	8	3.9	8	3.9	1	25.0	—	—	7	4.5	7	4.5	1	25.0
Transportation Services	—	—	10	3.7	10	3.7	—	—	—	—	8	3.8	8	3.8	—	—
Communications	1	5.0	43	4.3	43	4.4	6	11.0	1	5.0	40	4.3	40	4.4	4	16.0
Electric, Gas & Sanitary Services	9	2.9	127	4.0	129	4.1	26	12.4	8	3.0	109	4.0	112	4.1	22	10.3
All Other Transportation	2	3.0	21	3.5	23	3.5	4	11.6	3	1.8	21	4.0	22	4.0	5	17.3
Wholesale Trade–Durable Goods	—	—	33	4.5	33	4.5	1	2.0	—	—	36	4.7	36	4.7	3	11.1
Wholesale Trade–Nondurable Goods	4	3.4	46	4.1	48	4.2	2	22.5	4	3.5	40	4.1	42	4.3	3	31.7
General Merchandise Stores	1	3.0	23	3.8	24	3.7	1	10.0	1	3.0	21	3.9	22	3.9	1	10.0
Food Stores	1	3.2	16	3.3	17	3.3	1	3.0	1	3.5	14	3.7	15	3.7	1	3.0
Apparel & Accessory Stores	—	—	13	4.3	13	4.3	1	1.0	—	—	10	4.8	10	4.8	2	2.8
Eating & Drinking Places	—	—	16	4.7	16	4.7	—	—	—	—	15	4.3	15	4.3	—	—
All Other Retail Trade	2	3.9	39	4.1	41	4.1	3	4.0	3	4.0	32	4.2	35	4.2	3	4.3
Depository Institutions	4	2.4	187	4.2	188	4.2	30	10.3	6	2.8	149	4.2	152	4.2	27	10.7
Nondepository Institutions	—	—	25	3.9	25	3.9	4	19.5	—	—	21	4.3	21	4.3	3	26.0
Security & Commodity Brokers	1	5.0	22	4.4	22	4.7	2	21.5	—	—	19	4.5	19	4.5	1	24.0
Insurance Carriers	5	2.2	177	4.4	179	4.4	26	10.1	3	2.8	154	4.4	155	4.4	21	9.0
Holding & Other Investment	—	—	36	4.3	36	4.3	3	11.0	—	—	27	4.4	27	4.4	2	15.0
All Other Finance, Insur., Real Estate	2	3.8	18	4.4	19	4.5	3	14.2	2	3.8	15	4.3	16	4.5	3	15.3
Hotels & Other Lodging Places	1	2.5	15	4.9	16	4.7	1	2.2	—	—	13	4.9	13	4.9	1	2.0
Business Services	8	4.8	176	4.2	183	4.2	45	10.0	11	3.7	158	4.2	166	4.3	45	10.1
Health Services	34	3.1	240	3.8	267	3.8	28	5.6	29	3.2	193	3.7	213	3.8	30	5.0
Educational Services	27	3.0	48	3.3	68	3.5	3	1.2	14	2.8	39	3.4	49	3.5	1	.2
Membership Organizations	6	3.3	48	4.1	51	4.3	6	6.4	6	3.5	39	3.9	42	4.2	4	7.8
Engineering, Research & Accounting	5	3.9	75	3.8	78	3.9	14	7.6	3	2.7	64	4.3	65	4.4	11	8.8
All Other Services	5	2.7	64	4.4	67	4.4	8	8.1	2	2.8	58	4.3	59	4.4	7	6.0
Executive, Legislative, General Govt.	38	2.8	46	3.3	67	3.8	3	1.3	22	2.8	33	3.2	45	3.8	2	2.0
All Other Public Administration	6	2.8	10	3.5	15	3.5	3	.7	3	.7	10	4.2	13	3.4	2	.5
All Other	3	4.7	70	3.9	73	4.0	4	19.4	3	4.2	60	4.5	63	4.5	5	15.3
TOTAL U.S. FIRMS**	204	3.1	2609	4.1	2736	4.1	350	10.1	155	3.0	2237	4.2	2324	4.2	320	9.7

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

National (U.S.)

Salary Structure Adjustments

	1994 Actual Increases						1995 Projected Increases					
	NON-EXEMPT		EXEMPT		OFFICERS/ EXECUTIVES		NON-EXEMPT		EXEMPT		OFFICERS/ EXECUTIVES	
INDUSTRY	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	13	2.6	13	2.4	12	2.3	11	2.6	11	2.2	10	2.2
Oil & Gas Extraction	21	2.6	21	2.8	16	2.6	13	3.0	13	2.5	9	2.9
All Other Mining	13	2.8	13	2.8	10	2.8	11	3.3	11	3.3	7	3.4
All Construction	13	1.3	13	1.6	10	1.8	10	2.7	10	2.8	8	2.8
Food & Kindred Products	79	2.2	81	2.3	64	2.6	68	3.0	69	3.1	51	3.0
Paper & Allied Products	18	3.0	18	3.0	14	3.2	15	2.9	15	2.8	12	2.6
Printing and Publishing	58	2.9	61	2.3	44	2.1	57	2.5	61	2.6	46	2.4
Chemicals & Allied Products	88	2.5	90	2.5	78	2.7	76	2.9	76	3.0	66	3.0
Drugs & Pharmaceuticals	42	2.5	44	2.8	32	3.5	36	2.8	38	3.1	30	3.6
Petroleum & Coal Products	22	2.4	23	2.5	18	2.5	16	2.7	16	2.9	13	3.0
Rubber & Misc. Plastic Products	22	3.0	23	3.3	16	3.2	18	2.5	18	2.7	13	3.3
Primary Metals Industries	24	2.4	23	2.4	19	2.7	19	3.1	20	3.4	16	3.7
Fabricated Metal Products	45	2.8	46	3.5	34	3.6	39	2.9	39	3.2	30	3.3
Industrial Machinery & Equipment	89	2.7	87	2.9	68	3.3	80	2.6	78	2.8	59	3.1
Electronic & Other Electrical	185	2.4	193	2.6	123	2.5	144	2.7	147	2.9	103	2.8
Transportation Equipment	76	2.1	75	2.3	63	2.2	66	2.5	66	2.7	54	2.7
Instruments & Related Products	86	2.4	86	2.7	61	2.6	69	2.5	70	2.7	48	2.5
All Other Manufacturing	127	2.5	130	2.6	97	2.4	109	3.2	110	3.3	87	3.2
Transportation by Air	8	2.0	8	2.1	8	2.1	7	2.1	7	2.6	7	2.0
Transportation Services	11	2.5	11	3.0	9	1.8	8	3.4	8	3.8	5	2.8
Communications	40	2.2	47	2.3	29	2.0	36	2.8	42	2.8	30	3.0
Electric, Gas & Sanitary Services	135	2.5	142	2.6	107	2.5	112	2.7	118	2.9	83	2.9
All Other Transportation	21	2.0	27	2.3	22	2.0	19	2.3	24	3.0	19	2.8
Wholesale Trade–Durable Goods	31	1.7	32	1.8	26	1.9	30	2.6	31	2.6	26	2.7
Wholesale Trade–Nondurable Goods	44	2.8	44	3.2	36	2.7	33	2.8	35	3.1	28	3.1
General Merchandise Stores	19	2.1	19	2.3	18	2.6	17	2.8	17	2.5	15	2.5
Food Stores	15	2.1	19	2.5	14	2.3	11	3.0	15	2.8	12	2.8
Apparel & Accessory Stores	11	2.0	12	2.1	9	1.6	9	2.6	10	2.8	7	2.4
Eating & Drinking Places	17	3.2	17	4.3	11	6.4	15	2.2	15	2.5	9	2.8
All Other Retail Trade	36	2.2	38	2.4	27	2.1	29	2.3	32	2.5	24	2.5
Depository Institutions	184	2.6	188	2.4	167	2.4	150	2.5	150	2.6	127	2.5
Nondepository Institutions	29	2.3	28	2.5	23	2.4	19	3.0	20	3.0	16	2.5
Security & Commodity Brokers	18	3.6	15	3.4	10	5.1	12	3.5	11	3.5	7	4.2
Insurance Carriers	186	2.5	186	2.6	156	2.8	141	2.9	141	3.0	119	3.1
Holding & Other Investment	28	2.3	28	2.5	17	1.8	21	2.6	20	2.8	13	2.6
All Other Finance, Insur., Real Estate	17	2.0	17	2.0	13	1.2	14	4.0	14	4.2	11	2.8
Hotels & Other Lodging Places	12	3.1	14	3.1	13	2.5	9	2.9	10	2.9	10	2.9
Business Services	145	2.3	144	2.3	114	2.2	120	2.9	122	2.8	94	2.6
Health Services	282	1.9	295	2.1	209	2.1	218	2.3	226	2.3	157	2.3
Educational Services	67	2.6	73	2.5	38	2.5	43	2.2	45	2.1	28	1.8
Membership Organizations	51	2.7	50	2.5	40	2.7	43	2.6	42	2.5	34	2.4
Engineering, Research & Accounting	65	1.8	67	1.9	49	2.1	58	2.4	57	2.4	41	2.2
All Other Services	65	2.3	65	2.3	54	1.9	51	2.6	51	2.7	43	2.6
Executive, Legislative, General Govt.	73	2.6	72	2.5	60	2.3	55	2.2	54	2.2	44	1.8
All Other Public Administration	15	1.6	15	1.6	13	1.0	15	1.9	15	1.9	13	1.8
All Other	61	2.3	63	2.2	45	2.4	47	2.8	51	2.7	35	2.9
TOTAL U.S. FIRMS**	2707	2.4	2776	2.5	2118	2.5	2199	2.7	2251	2.8	1719	2.7

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Eastern Region (U.S.)

Non-Exempt Salary Employees

INDUSTRY	1994 Actual Increases								1995 Projected Increases							
	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY		GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*								*			
Oil & Gas Extraction					*								*			
All Other Mining					*								*			
All Construction	—	—	5	3.7	5	3.7	1	1.0	—	—	5	4.5	5	4.5	1	7.5
Food & Kindred Products	—	—	23	3.8	23	3.8	1	2.0	—	—	21	3.7	21	3.7	1	5.0
Paper & Allied Products					*								*			
Printing and Publishing	2	4.3	17	4.5	19	4.4	4	1.5	2	3.8	15	4.5	17	4.4	4	1.5
Chemicals & Allied Products	2	3.8	42	3.8	42	4.0	7	2.3	1	3.0	35	3.9	35	4.0	6	2.5
Drugs & Pharmaceuticals	5	2.3	25	4.0	27	4.1	3	2.0	4	2.3	19	3.9	21	3.9	2	1.5
Petroleum & Coal Products					*								*			
Rubber & Misc. Plastic Products	1	3.0	6	4.5	7	4.3	2	3.3	1	3.5	4	4.8	5	4.6	1	2.5
Primary Metals Industries	—	—	7	2.1	7	2.1	1	2.0	—	—	6	2.8	6	2.8	1	4.0
Fabricated Metal Products	1	4.0	12	4.0	13	4.0	1	.5	1	5.0	10	3.9	11	4.0	—	—
Industrial Machinery & Equipment	2	3.8	34	3.6	35	3.7	5	3.4	2	3.8	30	4.0	31	4.1	4	2.8
Electronic & Other Electrical	1	3.0	49	4.0	50	4.0	5	1.9	1	3.0	40	4.0	41	4.0	5	1.8
Transportation Equipment	1	2.3	17	3.5	17	3.6	2	4.0	1	2.0	15	3.9	15	4.1	2	4.0
Instruments & Related Products	—	—	27	3.9	27	3.9	2	4.0	—	—	22	3.9	22	3.9	2	3.5
All Other Manufacturing	1	2.6	50	3.9	50	3.9	7	2.7	—	—	35	4.1	35	4.1	6	2.7
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	—	—	16	3.8	16	3.8	3	2.0	—	—	16	3.7	16	3.7	4	2.6
Electric, Gas & Sanitary Services	3	3.5	26	3.8	28	3.9	4	1.8	2	3.0	23	3.6	24	3.7	3	2.5
All Other Transportation	2	3.5	3	3.2	5	3.3	1	3.5	1	4.0	4	3.8	5	3.8	1	5.5
Wholesale Trade–Durable Goods	—	—	11	3.6	11	3.6	—	—	—	—	11	4.0	11	4.0	1	4.0
Wholesale Trade–Nondurable Goods	2	3.4	15	4.3	16	4.5	—	—	2	3.0	14	4.1	15	4.2	—	—
General Merchandise Stores	—	—	7	3.6	7	3.6	—	—	—	—	6	3.3	6	3.3	—	—
Food Stores	2	2.3	7	3.3	9	3.0	—	—	2	2.3	5	3.6	7	3.2	—	—
Apparel & Accessory Stores					*								*			
Eating & Drinking Places					*								*			
All Other Retail Trade	1	2.5	9	4.4	10	4.2	2	2.0	1	2.5	7	3.9	7	4.2	2	2.0
Depository Institutions	2	1.8	70	4.2	70	4.2	11	5.6	1	.5	57	4.3	57	4.3	10	5.7
Nondepository Institutions	1	8.5	10	4.5	10	5.3	—	—	—	—	7	4.6	7	4.6	—	—
Security & Commodity Brokers	—	—	17	4.7	17	4.7	1	10.0	—	—	11	4.6	11	4.6	1	10.0
Insurance Carriers	3	3.8	68	4.0	70	4.1	7	1.4	3	4.0	54	4.0	56	4.1	6	1.6
Holding & Other Investment	1	3.0	19	4.7	19	4.8	1	10.0	—	—	13	4.7	13	4.7	1	10.0
All Other Finance, Insur., Real Estate	1	3.5	5	4.0	6	3.9	1	1.5	1	5.0	5	4.0	6	4.2	—	—
Hotels & Other Lodging Places					*								*			
Business Services	1	5.0	68	4.2	68	4.3	8	2.4	1	5.0	62	4.4	62	4.4	9	2.6
Health Services	37	3.3	64	3.4	98	3.5	12	1.5	25	3.2	51	3.3	72	3.4	11	2.3
Educational Services	12	3.2	24	3.3	32	3.7	2	1.0	8	2.6	18	3.4	22	3.8	1	1.0
Membership Organizations	5	2.8	26	4.0	29	4.1	2	1.8	4	2.8	21	4.0	23	4.1	—	—
Engineering, Research & Accounting	1	3.0	33	3.8	33	3.9	3	4.3	1	3.0	29	4.3	29	4.4	2	1.5
All Other Services	3	2.7	19	4.1	22	3.9	3	4.1	2	2.5	18	4.2	20	4.1	3	2.0
Executive, Legislative, General Govt.	8	2.8	12	3.7	14	4.7	1	1.0	5	2.5	10	3.6	11	4.4	1	1.0
All Other Public Administration					*								*			
All Other	2	4.3	29	4.3	31	4.3	1	2.0	1	5.0	25	4.4	26	4.4	1	2.0
TOTAL U.S. FIRMS**	106	3.2	899	3.9	971	4.0	108	2.8	74	3.0	744	4.0	792	4.1	95	3.0

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Eastern Region (U.S.)

Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction	—	—	5	3.7	5	3.7	1	1.0
Food & Kindred Products	—	—	25	4.0	25	4.0	1	7.0
Paper & Allied Products					*			
Printing and Publishing	2	4.3	19	4.1	21	4.1	5	5.2
Chemicals & Allied Products	1	3.5	42	3.9	42	4.0	7	3.0
Drugs & Pharmaceuticals	4	1.9	26	4.2	27	4.3	3	3.8
Petroleum & Coal Products					*			
Rubber & Misc. Plastic Products	1	3.0	6	4.5	7	4.3	2	6.0
Primary Metals Industries	—	—	7	2.7	7	2.7	1	2.0
Fabricated Metal Products	1	4.0	12	4.0	13	4.0	1	.5
Industrial Machinery & Equipment	—	—	35	3.7	35	3.7	6	4.2
Electronic & Other Electrical	—	—	52	4.1	52	4.1	5	3.3
Transportation Equipment	1	2.3	17	3.5	17	3.7	2	6.8
Instruments & Related Products	—	—	29	4.0	29	4.0	3	2.8
All Other Manufacturing	—	—	50	3.9	50	3.9	7	3.4
Transportation by Air					*			
Transportation Services					*			
Communications	—	—	17	3.8	17	3.8	3	2.1
Electric, Gas & Sanitary Services	2	3.5	31	3.7	31	3.9	7	2.1
All Other Transportation	1	3.0	4	3.3	5	3.3	1	3.5
Wholesale Trade–Durable Goods	—	—	11	4.2	11	4.2	—	—
Wholesale Trade–Nondurable Goods	1	3.0	15	4.5	15	4.7	1	2.5
General Merchandise Stores	—	—	7	3.6	7	3.6	—	—
Food Stores	1	3.2	9	3.5	10	3.5	—	—
Apparel & Accessory Stores	—	—	5	4.7	5	4.7	—	—
Eating & Drinking Places					*			
All Other Retail Trade	—	—	10	4.4	10	4.4	2	2.0
Depository Institutions	2	1.8	70	4.1	70	4.2	11	6.8
Nondepository Institutions	1	8.5	11	4.5	11	5.3	—	—
Security & Commodity Brokers	—	—	17	4.5	17	4.5	1	16.0
Insurance Carriers	—	—	71	4.1	71	4.1	7	3.5
Holding & Other Investment	1	3.0	19	4.6	19	4.7	1	15.0
All Other Finance, Insur., Real Estate	1	3.5	5	4.2	6	4.0	1	1.5
Hotels & Other Lodging Places					*			
Business Services	1	6.0	67	4.4	68	4.4	12	5.4
Health Services	23	3.2	82	3.5	101	3.6	13	2.1
Educational Services	11	3.0	26	3.2	32	3.7	1	1.0
Membership Organizations	5	2.8	27	3.8	29	4.1	3	2.7
Engineering, Research & Accounting	1	3.0	31	4.0	31	4.1	2	7.5
All Other Services	2	2.5	20	4.2	22	4.1	3	4.1
Executive, Legislative, General Govt.	6	2.8	12	3.6	14	4.7	1	1.0
All Other Public Administration					*			
All Other	2	4.3	29	4.4	31	4.3	1	5.0
TOTAL U.S. FIRMS**	74	3.1	945	4.0	987	4.0	118	4.0

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction	—	—	5	4.5	5	4.5	1	7.5
Food & Kindred Products	—	—	21	3.8	21	3.8	—	—
Paper & Allied Products					*			
Printing and Publishing	2	3.8	17	4.1	19	4.1	5	5.3
Chemicals & Allied Products	1	3.0	35	3.9	35	4.0	7	3.0
Drugs & Pharmaceuticals	3	1.7	21	4.0	22	4.1	2	3.3
Petroleum & Coal Products					*			
Rubber & Misc. Plastic Products	1	3.5	4	4.8	5	4.6	1	2.5
Primary Metals Industries	—	—	6	3.2	6	3.2	1	4.0
Fabricated Metal Products	1	5.0	10	3.9	11	4.0	—	—
Industrial Machinery & Equipment	—	—	31	4.1	31	4.1	6	3.2
Electronic & Other Electrical	—	—	42	4.1	42	4.1	5	3.2
Transportation Equipment	1	2.0	15	3.9	15	4.1	2	6.8
Instruments & Related Products	—	—	24	3.8	24	3.8	3	2.5
All Other Manufacturing	—	—	35	4.2	35	4.2	6	3.6
Transportation by Air					*			
Transportation Services					*			
Communications	—	—	17	3.7	17	3.7	3	2.2
Electric, Gas & Sanitary Services	1	3.0	27	3.5	27	3.6	7	2.3
All Other Transportation	—	—	5	3.8	5	3.8	1	5.5
Wholesale Trade–Durable Goods	—	—	11	4.1	11	4.1	1	7.0
Wholesale Trade–Nondurable Goods	1	3.0	15	4.3	15	4.5	1	3.0
General Merchandise Stores	—	—	6	3.3	6	3.3	—	—
Food Stores	1	3.5	7	3.6	8	3.6	—	—
Apparel & Accessory Stores					*			
Eating & Drinking Places					*			
All Other Retail Trade	—	—	7	4.1	7	4.1	2	2.0
Depository Institutions	1	.5	56	4.3	56	4.3	10	7.5
Nondepository Institutions	—	—	7	4.6	7	4.6	—	—
Security & Commodity Brokers	—	—	11	4.5	11	4.5	1	16.0
Insurance Carriers	—	—	57	4.1	57	4.1	4	4.2
Holding & Other Investment	—	—	13	4.7	13	4.7	1	15.0
All Other Finance, Insur., Real Estate	1	5.0	5	4.2	6	4.3	—	—
Hotels & Other Lodging Places					*			
Business Services	1	4.0	59	4.5	60	4.5	13	4.5
Health Services	16	3.2	62	3.4	74	3.5	12	2.3
Educational Services	8	2.9	16	3.5	22	3.9	—	—
Membership Organizations	4	2.8	22	3.8	23	4.1	—	—
Engineering, Research & Accounting	1	3.0	26	4.2	26	4.3	1	6.0
All Other Services	2	2.5	18	4.3	20	4.1	3	2.0
Executive, Legislative, General Govt.	5	2.5	10	3.6	11	4.4	1	1.0
All Other Public Administration					*			
All Other	1	5.0	25	4.4	26	4.4	1	5.0
TOTAL U.S. FIRMS**	52	3.0	773	4.0	802	4.1	104	4.1

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Eastern Region (U.S.)

Officer & Executive Level

INDUSTRY	1994 Actual Increases: GENERAL INCREASE/ COLA No. Cos.	%	MERIT INCREASE No. Cos.	%	TOTAL INCREASE No. Cos.	%	VARIABLE PAY No. Cos.	%	1995 Projected Increases: GENERAL INCREASE/ COLA No. Cos.	%	MERIT INCREASE No. Cos.	%	TOTAL INCREASE No. Cos.	%	VARIABLE PAY No. Cos.	%
Agriculture, Forestry, Fishing					*								*			
Oil & Gas Extraction					*								*			
All Other Mining					*								*			
All Construction	—	—	5	3.7	5	3.7	1	1.0	—	—	5	4.3	5	4.3	1	7.5
Food & Kindred Products	—	—	19	3.8	19	3.8	2	1.0	—	—	14	3.6	14	3.6	—	—
Paper & Allied Products					*								*			
Printing and Publishing	—	—	19	4.6	19	4.6	5	13.5	—	—	16	4.7	16	4.7	4	5.5
Chemicals & Allied Products	1	3.5	41	4.1	41	4.1	5	12.7	1	3.0	35	3.9	35	4.0	5	13.0
Drugs & Pharmaceuticals	4	1.9	21	4.4	22	4.5	3	20.9	3	1.7	19	4.2	20	4.2	2	18.1
Petroleum & Coal Products					*								*			
Rubber & Misc. Plastic Products	1	5.0	5	4.5	6	4.5	2	18.5					*			
Primary Metals Industries	—	—	7	3.2	7	3.2	1	7.0	—	—	6	3.7	6	3.7	1	14.0
Fabricated Metal Products	1	7.0	11	4.2	12	4.4	—	—	1	7.0	9	4.1	10	4.4	—	—
Industrial Machinery & Equipment	—	—	30	3.7	30	3.7	4	3.3	—	—	26	4.1	26	4.1	3	4.4
Electronic & Other Electrical	—	—	44	4.0	44	4.0	2	10.0	—	—	40	4.0	40	4.0	4	6.3
Transportation Equipment	1	2.3	14	3.2	14	3.4	2	15.0	1	2.0	12	4.0	12	4.1	2	16.0
Instruments & Related Products	—	—	24	3.9	24	3.9	2	2.5	—	—	21	3.5	21	3.5	2	2.0
All Other Manufacturing	1	3.0	37	4.2	38	4.1	5	8.0	—	—	30	4.3	30	4.3	5	7.2
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	—	—	11	4.6	11	4.6	1	2.5	—	—	12	4.2	12	4.2	1	3.0
Electric, Gas & Sanitary Services	2	3.4	28	4.4	28	4.6	5	9.9	1	3.0	25	3.9	25	4.0	4	7.3
All Other Transportation	1	3.0	4	3.1	5	3.1	1	3.5	—	—	5	3.6	5	3.6	1	5.5
Wholesale Trade–Durable Goods	—	—	10	4.8	10	4.8	—	—	—	—	10	4.6	10	4.8	1	25.0
Wholesale Trade–Nondurable Goods	1	3.0	14	4.1	14	4.3	1	25.0	1	3.0	15	4.0	15	4.2	1	25.0
General Merchandise Stores	—	—	7	3.6	7	3.6	—	—	—	—	6	3.3	6	3.3	—	—
Food Stores	1	3.2	8	3.7	9	3.6	—	—	1	3.5	6	3.7	7	3.6	—	—
Apparel & Accessory Stores	—	—	5	5.2	5	5.2	—	—					*			
Eating & Drinking Places					*								*			
All Other Retail Trade	—	—	8	4.5	8	4.5	—	—	—	—	5	4.4	5	4.4	—	—
Depository Institutions	1	.5	70	4.4	70	4.4	11	12.6	1	.5	54	4.3	54	4.3	9	14.8
Nondepository Institutions	—	—	7	4.3	7	4.3	—	—	—	—	7	4.5	7	4.5	—	—
Security & Commodity Brokers	—	—	12	4.4	12	4.4	1	24.0	—	—	10	4.4	10	4.4	1	24.0
Insurance Carriers	—	—	65	4.2	65	4.2	5	14.9	—	—	51	4.2	51	4.2	2	7.7
Holding & Other Investment	—	—	18	4.1	18	4.1	1	27.0	—	—	12	4.1	12	4.1	1	27.0
All Other Finance, Insur., Real Estate	1	4.0	5	5.0	6	4.8	1	1.5	1	5.0	5	5.0	6	5.0	—	—
Hotels & Other Lodging Places					*								*			
Business Services	1	10.0	59	4.3	59	4.5	12	9.4	1	4.0	56	4.3	57	4.3	12	9.9
Health Services	19	3.6	71	3.5	87	3.7	17	5.3	15	3.6	52	3.4	63	3.7	13	4.3
Educational Services	10	3.6	20	3.3	26	3.9	1	1.0	6	2.7	14	3.7	17	4.0	—	—
Membership Organizations	4	3.1	26	4.2	28	4.4	1	2.5	3	3.1	21	4.0	22	4.3	—	—
Engineering, Research & Accounting	1	3.0	27	4.2	27	4.3	2	8.5	1	3.0	25	4.3	25	4.4	1	7.0
All Other Services	—	—	19	4.2	19	4.2	2	15.7	—	—	17	4.3	17	4.3	1	2.0
Executive, Legislative, General Govt.	6	3.1	8	2.9	10	4.1	—1	2.9	3	2.9	7	2.9	8	3.6	1	2.9
All Other Public Administration					*								*			
All Other	2	5.0	27	4.5	29	4.5	—	—	1	5.0	23	4.6	24	4.8	—	—
TOTAL U.S. FIRMS**	60	3.5	827	4.1	862	4.1	98	9.7	42	3.2	694	4.1	717	4.1	82	9.2

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Eastern Region (U.S.)

Salary Structure Adjustments

1994 Actual Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	*		*		*	
All Other Mining	*		*		*	
All Construction	5	1.8	5	1.8	4	1.5
Food & Kindred Products	22	2.7	24	2.7	19	3.7
Paper & Allied Products	*		*		*	
Printing and Publishing	15	2.4	16	1.7	11	1.9
Chemicals & Allied Products	41	2.4	40	2.2	35	2.6
Drugs & Pharmaceuticals	22	2.6	23	2.9	17	3.3
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	6	3.5	7	3.6	5	3.5
Primary Metals Industries	7	1.7	7	1.7	7	1.7
Fabricated Metal Products	12	3.1	12	4.4	10	4.6
Industrial Machinery & Equipment	31	2.4	31	2.7	22	3.0
Electronic & Other Electrical	47	2.4	49	2.5	35	3.3
Transportation Equipment	15	2.1	15	2.1	12	2.0
Instruments & Related Products	27	2.2	23	2.2	16	1.8
All Other Manufacturing	44	2.6	43	2.7	31	2.6
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	16	1.9	16	2.0	9	1.2
Electric, Gas & Sanitary Services	26	2.6	29	2.7	26	2.8
All Other Transportation	*		*		*	
Wholesale Trade–Durable Goods	8	1.5	8	1.7	8	1.8
Wholesale Trade–Nondurable Goods	12	2.5	11	2.5	9	2.3
General Merchandise Stores	6	2.7	6	3.3	6	3.3
Food Stores	8	2.9	10	3.1	7	3.0
Apparel & Accessory Stores	5	1.3	5	1.9	3	.8
Eating & Drinking Places	*		*		*	
All Other Retail Trade	9	1.4	9	1.4	7	1.2
Depository Institutions	61	3.1	61	2.6	56	2.6
Nondepository Institutions	10	1.8	9	2.6	6	2.8
Security & Commodity Brokers	10	2.9	9	2.5	5	2.4
Insurance Carriers	66	2.5	65	2.5	58	2.6
Holding & Other Investment	12	2.9	12	3.1	7	2.4
All Other Finance, Insur., Real Estate	6	1.1	6	1.1	6	.6
Hotels & Other Lodging Places	*		*		*	
Business Services	46	2.1	45	2.3	34	2.4
Health Services	86	2.2	94	2.2	65	2.2
Educational Services	27	2.5	31	2.7	15	2.6
Membership Organizations	26	2.5	26	2.5	23	2.6
Engineering, Research & Accounting	23	2.2	21	2.1	13	2.4
All Other Services	17	2.7	17	2.6	15	2.1
Executive, Legislative, General Govt.	13	1.8	13	1.8	9	2.9
All Other Public Administration	*		*		*	
All Other	22	2.3	21	2.5	17	2.5
TOTAL U.S. FIRMS**	837	2.4	846	2.5	653	2.5

1995 Projected Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	*		*		*	
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	20	2.9	20	2.9	14	2.8
Paper & Allied Products	*		*		*	
Printing and Publishing	14	2.1	16	2.1	12	2.1
Chemicals & Allied Products	35	2.9	34	2.9	30	3.1
Drugs & Pharmaceuticals	16	2.6	18	2.7	14	3.3
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	5	1.4	5	1.4	4	4.0
Primary Metals Industries	6	2.8	6	3.3	5	3.4
Fabricated Metal Products	10	3.2	10	2.9	8	2.8
Industrial Machinery & Equipment	30	2.8	30	3.0	22	3.1
Electronic & Other Electrical	36	2.3	38	2.5	29	2.5
Transportation Equipment	10	2.8	10	2.8	8	2.8
Instruments & Related Products	21	2.5	19	2.8	15	2.2
All Other Manufacturing	33	3.1	32	3.1	27	3.3
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	15	3.1	15	3.1	10	3.3
Electric, Gas & Sanitary Services	25	2.6	26	2.8	21	3.1
All Other Transportation	*		*		*	
Wholesale Trade–Durable Goods	8	3.4	8	3.4	8	3.4
Wholesale Trade–Nondurable Goods	12	3.3	13	3.4	10	3.5
General Merchandise Stores	5	3.1	5	2.5	5	2.5
Food Stores	4	2.9	6	3.3	5	3.3
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	*		*		*	
All Other Retail Trade	7	2.1	7	2.1	4	2.1
Depository Institutions	45	2.6	45	2.6	40	2.4
Nondepository Institutions	5	3.0	6	2.3	5	2.0
Security & Commodity Brokers	6	3.6	6	3.6	4	3.4
Insurance Carriers	42	3.0	42	2.9	39	2.9
Holding & Other Investment	8	3.3	8	3.3	5	2.7
All Other Finance, Insur., Real Estate	5	4.2	5	4.2	5	3.2
Hotels & Other Lodging Places	*		*		*	
Business Services	37	3.1	35	2.8	27	2.6
Health Services	59	2.4	61	2.4	42	2.3
Educational Services	16	2.5	16	2.6	11	2.4
Membership Organizations	21	2.6	21	2.6	20	2.4
Engineering, Research & Accounting	20	2.4	18	2.2	11	1.8
All Other Services	13	3.1	13	3.2	12	3.4
Executive, Legislative, General Govt.	11	2.0	11	2.0	8	2.0
All Other Public Administration	*		*		*	
All Other	16	3.2	16	2.9	11	3.1
TOTAL U.S. FIRMS**	646	2.8	650	2.8	515	2.8

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Central Region (U.S.)

Non-Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	—	—	6	4.1	6	4.1	1	5.0
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction					*			
Food & Kindred Products	1	2.7	33	3.9	33	3.9	5	6.7
Paper & Allied Products	—	—	8	4.0	8	4.0	1	1.5
Printing and Publishing	2	3.0	26	4.1	27	4.2	3	.9
Chemicals & Allied Products	2	3.5	26	3.9	27	4.0	4	1.9
Drugs & Pharmaceuticals	1	3.0	5	3.0	5	3.6	1	.5
Petroleum & Coal Products	—	—	5	4.1	5	4.1	1	8.3
Rubber & Misc. Plastic Products	4	3.5	8	3.4	11	3.8	—	—
Primary Metals Industries	2	3.0	16	3.3	18	3.3	2	4.7
Fabricated Metal Products	—	—	24	3.8	24	3.8	4	3.4
Industrial Machinery & Equipment	3	4.9	27	3.5	29	3.8	4	4.8
Electronic & Other Electrical	4	2.9	47	3.8	48	4.0	5	2.4
Transportation Equipment	3	3.0	31	3.8	31	4.1	6	5.2
Instruments & Related Products	—	—	23	3.9	23	3.9	2	10.0
All Other Manufacturing	2	3.0	30	3.7	31	3.8	1	2.0
Transportation by Air					*			
Transportation Services	1	3.0	6	4.1	7	3.9	—	—
Communications	—	—	7	3.9	7	3.9	1	12.0
Electric, Gas & Sanitary Services	6	3.0	42	3.6	44	3.9	7	2.3
All Other Transportation	3	3.2	12	3.1	14	3.4	2	1.0
Wholesale Trade–Durable Goods	—	—	7	3.5	7	3.5	—	—
Wholesale Trade–Nondurable Goods	2	2.9	11	3.9	12	4.0	1	5.5
General Merchandise Stores	1	3.0	7	4.2	8	4.1	—	—
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	6	4.0	6	4.0	—	—
All Other Retail Trade	1	3.4	16	4.5	17	4.4	1	1.0
Depository Institutions	1	3.0	54	4.1	55	4.1	5	3.7
Nondepository Institutions	—	—	8	4.1	8	4.1	2	7.5
Security & Commodity Brokers	1	5.0	8	4.6	8	5.2	1	6.7
Insurance Carriers	9	2.4	79	4.3	83	4.4	14	2.4
Holding & Other Investment	1	.5	12	4.3	12	4.3	2	3.0
All Other Finance, Insur., Real Estate	—	—	6	4.0	6	4.0	—	—
Hotels & Other Lodging Places					*			
Business Services	2	3.8	45	4.2	47	4.2	10	5.5
Health Services	16	2.7	69	3.4	80	3.5	2	4.0
Educational Services	8	3.0	11	3.7	19	3.4	1	.2
Membership Organizations	1	3.0	19	3.9	19	4.0	1	1.5
Engineering, Research & Accounting	1	5.1	17	3.8	18	3.8	2	2.1
All Other Services	3	4.2	20	4.1	22	4.3	2	2.8
Executive, Legislative, General Govt.	13	3.0	10	2.3	16	3.9	—	—
All Other Public Administration	3	2.2	2	3.3	5	2.6	—	—
All Other	—	—	10	4.1	10	4.1	—	—
TOTAL U.S. FIRMS**	97	3.0	812	3.9	869	4.0	94	3.8

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	—	—	6	4.4	6	4.4	1	5.0
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction					*			
Food & Kindred Products	1	2.5	32	4.2	32	4.3	7	5.6
Paper & Allied Products	—	—	7	4.0	7	4.0	2	.8
Printing and Publishing	2	2.5	23	4.0	24	4.1	5	1.4
Chemicals & Allied Products	1	3.5	22	4.0	23	3.9	3	2.7
Drugs & Pharmaceuticals					*			
Petroleum & Coal Products	—	—	5	3.7	5	3.7	1	8.3
Rubber & Misc. Plastic Products	3	3.4	8	3.5	10	3.8	—	—
Primary Metals Industries	1	3.0	13	3.4	14	3.4	3	6.8
Fabricated Metal Products	—	—	24	3.9	24	3.9	4	3.6
Industrial Machinery & Equipment	2	2.6	25	3.6	26	3.6	6	3.5
Electronic & Other Electrical	4	2.3	40	4.1	41	4.2	5	2.1
Transportation Equipment	3	2.7	29	4.0	29	4.2	6	5.8
Instruments & Related Products	—	—	18	4.0	18	4.0	2	10.0
All Other Manufacturing	3	2.3	30	4.0	31	4.1	1	5.0
Transportation by Air					*			
Transportation Services	1	3.0	5	3.9	6	3.8	—	—
Communications	—	—	7	3.8	7	3.8	1	12.0
Electric, Gas & Sanitary Services	5	2.7	35	3.5	37	3.7	8	2.2
All Other Transportation	2	3.0	9	3.7	11	3.6	2	5.5
Wholesale Trade–Durable Goods	—	—	7	4.2	7	4.2	—	—
Wholesale Trade–Nondurable Goods	2	2.8	8	3.8	9	4.0	1	5.0
General Merchandise Stores	1	3.0	7	4.1	8	3.9	—	—
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	6	4.3	6	4.3	—	—
All Other Retail Trade	1	3.1	10	4.2	11	4.1	1	1.0
Depository Institutions	2	3.5	44	4.1	46	4.1	4	3.7
Nondepository Institutions	—	—	7	4.3	7	4.3	2	7.5
Security & Commodity Brokers	—	—	8	4.6	8	4.6	—	—
Insurance Carriers	8	2.4	66	4.2	69	4.3	11	2.1
Holding & Other Investment	—	—	8	4.3	8	4.3	—	—
All Other Finance, Insur., Real Estate					*			
Hotels & Other Lodging Places					*			
Business Services	4	2.6	40	4.5	43	4.5	10	5.6
Health Services	11	2.9	59	3.5	66	3.6	5	2.3
Educational Services	2	2.5	9	3.8	11	3.6	1	.2
Membership Organizations	1	3.0	18	3.9	18	4.1	2	.9
Engineering, Research & Accounting	—	—	13	4.1	13	4.1	2	2.1
All Other Services	3	3.8	20	3.9	22	4.0	2	2.8
Executive, Legislative, General Govt.	8	3.0	6	2.7	9	4.4	—	—
All Other Public Administration	3	1.3	2	3.6	5	2.2	—	—
All Other	—	—	9	4.3	9	4.3	1	1.0
TOTAL U.S. FIRMS**	76	2.7	704	4.0	745	4.0	100	3.7

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Central Region (U.S.)

Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	—	—	6	4.1	6	4.1	1	5.0
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction					*			
Food & Kindred Products	2	2.9	35	3.9	35	4.1	6	8.6
Paper & Allied Products	—	—	8	4.1	8	4.1	1	1.5
Printing and Publishing	1	3.6	27	4.2	28	4.2	4	1.0
Chemicals & Allied Products	1	4.0	26	4.0	27	4.0	5	1.9
Drugs & Pharmaceuticals	1	3.0	5	3.5	5	4.1	1	.5
Petroleum & Coal Products	—	—	5	4.1	5	4.1	2	4.2
Rubber & Misc. Plastic Products	3	3.5	8	4.0	11	3.9	—	—
Primary Metals Industries	2	3.0	16	3.4	17	3.6	2	4.7
Fabricated Metal Products	—	—	24	3.9	24	3.9	4	6.3
Industrial Machinery & Equipment	2	6.5	28	3.9	30	4.1	4	6.5
Electronic & Other Electrical	1	4.5	48	3.9	48	4.0	6	3.3
Transportation Equipment	2	3.0	31	4.0	31	4.1	6	4.7
Instruments & Related Products	—	—	23	4.0	23	4.0	2	9.5
All Other Manufacturing	1	3.0	32	3.8	33	3.8	2	1.5
Transportation by Air					*			
Transportation Services	—	—	7	4.1	7	4.1	—	—
Communications	—	—	9	3.9	9	3.9	1	20.0
Electric, Gas & Sanitary Services	5	3.0	45	3.9	47	4.0	9	3.0
All Other Transportation	2	3.0	15	3.6	17	3.5	2	1.0
Wholesale Trade–Durable Goods	—	—	7	3.7	7	3.7	—	—
Wholesale Trade–Nondurable Goods	1	3.2	15	3.9	16	3.8	2	4.8
General Merchandise Stores	1	3.0	8	3.8	9	3.7	1	10.0
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	6	4.2	6	4.2	—	—
All Other Retail Trade	1	3.4	18	3.9	19	3.9	1	2.0
Depository Institutions	1	3.0	55	4.1	56	4.1	7	3.2
Nondepository Institutions	—	—	8	4.5	8	4.5	2	15.0
Security & Commodity Brokers	1	5.0	8	4.5	8	5.1	1	11.5
Insurance Carriers	7	2.0	80	4.4	83	4.4	14	3.0
Holding & Other Investment	—	—	12	4.3	12	4.3	3	2.7
All Other Finance, Insur., Real Estate	—	—	6	4.2	6	4.2	—	—
Hotels & Other Lodging Places					*			
Business Services	2	6.0	48	4.3	50	4.4	11	8.3
Health Services	12	2.8	72	3.7	81	3.7	3	4.0
Educational Services	8	2.7	17	3.3	23	3.4	2	1.4
Membership Organizations	1	3.0	19	4.0	19	4.1	2	2.8
Engineering, Research & Accounting	—	—	17	4.2	17	4.2	3	4.0
All Other Services	2	3.5	22	4.1	23	4.2	2	2.5
Executive, Legislative, General Govt.	11	2.3	11	3.0	16	3.6	—	—
All Other Public Administration	2	1.5	3	3.4	5	2.6	—	—
All Other	—	—	12	3.9	12	3.9	1	3.0
TOTAL U.S. FIRMS**	73	3.0	856	4.0	901	4.0	113	4.7

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	—	—	6	4.4	6	4.4	1	5.0
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction					*			
Food & Kindred Products	2	2.8	34	4.3	34	4.5	8	7.2
Paper & Allied Products	—	—	7	4.2	7	4.2	1	1.5
Printing and Publishing	1	3.0	24	4.2	25	4.1	5	1.3
Chemicals & Allied Products	1	3.5	22	4.1	23	4.1	3	2.7
Drugs & Pharmaceuticals					*			
Petroleum & Coal Products	—	—	5	3.6	5	3.6	1	8.3
Rubber & Misc. Plastic Products	2	3.4	8	4.0	10	3.9	—	—
Primary Metals Industries	1	3.0	13	3.6	14	3.6	3	7.0
Fabricated Metal Products	—	—	25	4.0	25	4.0	4	6.4
Industrial Machinery & Equipment	1	3.5	26	3.8	27	3.8	6	5.0
Electronic & Other Electrical	2	2.0	41	4.2	41	4.3	5	3.7
Transportation Equipment	2	2.5	29	4.1	29	4.3	6	5.3
Instruments & Related Products	—	—	18	4.0	18	4.0	2	9.5
All Other Manufacturing	2	2.0	31	4.2	32	4.2	3	5.3
Transportation by Air					*			
Transportation Services	—	—	6	3.8	6	3.8	—	—
Communications	—	—	8	3.7	8	3.7	1	20.0
Electric, Gas & Sanitary Services	5	2.7	38	3.8	40	3.9	10	2.8
All Other Transportation	2	2.8	13	3.9	14	4.0	1	8.0
Wholesale Trade–Durable Goods	—	—	7	4.5	7	4.5	—	—
Wholesale Trade–Nondurable Goods	1	3.5	11	3.9	12	3.9	2	4.5
General Merchandise Stores	1	3.0	8	3.9	9	3.8	1	10.0
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	6	4.3	6	4.3	—	—
All Other Retail Trade	1	3.1	12	4.2	13	4.1	1	2.0
Depository Institutions	2	3.5	44	4.1	46	4.1	6	3.1
Nondepository Institutions	—	—	7	4.3	7	4.3	2	15.0
Security & Commodity Brokers	—	—	8	4.6	8	4.6	—	—
Insurance Carriers	6	2.1	67	4.3	69	4.4	11	2.6
Holding & Other Investment	—	—	8	4.3	8	4.3	—	—
All Other Finance, Insur., Real Estate					*			
Hotels & Other Lodging Places					*			
Business Services	5	2.9	41	4.6	44	4.6	12	8.1
Health Services	7	3.4	62	3.7	67	3.8	5	2.6
Educational Services	1	3.0	13	3.4	14	3.4	1	.2
Membership Organizations	1	3.0	18	4.0	18	4.1	3	1.9
Engineering, Research & Accounting	—	—	13	4.5	13	4.5	3	4.5
All Other Services	2	3.3	22	3.9	23	4.0	2	2.5
Executive, Legislative, General Govt.	7	2.6	6	3.0	9	4.0	—	—
All Other Public Administration	—	—	3	3.7	5	2.2	—	—
All Other	—	—	11	4.0	11	4.0	2	2.0
TOTAL U.S. FIRMS**	59	2.7	741	4.1	773	4.1	113	4.8

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Central Region (U.S.)

Officer & Executive Level

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	—	—	6	4.6	6	4.6	1	5.0
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction					*			
Food & Kindred Products	2	2.9	33	4.0	33	4.2	5	15.0
Paper & Allied Products	—	—	8	4.4	8	4.4	1	1.5
Printing and Publishing	—	—	22	4.2	23	4.0	1	2.0
Chemicals & Allied Products	1	4.0	25	4.3	26	4.3	4	2.3
Drugs & Pharmaceuticals	1	3.0	5	3.7	5	4.3	—	—
Petroleum & Coal Products	—	—	5	3.9	5	3.9	1	8.3
Rubber & Misc. Plastic Products	3	3.5	8	4.2	11	4.0	—	—
Primary Metals Industries	2	3.0	16	4.1	17	4.2	1	25.0
Fabricated Metal Products	—	—	20	4.6	20	4.6	3	10.7
Industrial Machinery & Equipment	2	6.5	24	4.1	26	4.3	2	19.5
Electronic & Other Electrical	1	4.5	37	4.3	37	4.4	4	5.5
Transportation Equipment	1	3.0	28	4.2	28	4.3	6	11.4
Instruments & Related Products	1	2.1	20	3.9	21	3.8	1	15.0
All Other Manufacturing	1	3.0	28	4.2	29	4.2	1	2.0
Transportation by Air					*			
Transportation Services	—	—	6	4.4	6	4.4	—	—
Communications	—	—	6	3.8	6	3.8	1	30.0
Electric, Gas & Sanitary Services	2	1.7	33	4.1	34	4.0	9	11.4
All Other Transportation	—	—	10	3.7	10	3.7	2	1.0
Wholesale Trade–Durable Goods	—	—	6	3.8	6	3.8	1	2.0
Wholesale Trade–Nondurable Goods	1	3.2	15	4.1	16	4.0	1	20.0
General Merchandise Stores	1	3.0	8	3.8	9	3.7	1	10.0
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places					*			
All Other Retail Trade	1	3.5	13	3.6	14	3.6	1	5.0
Depository Institutions	1	4.0	52	4.1	53	4.1	7	6.9
Nondepository Institutions	—	—	8	3.7	8	3.7	2	25.0
Security & Commodity Brokers	1	5.0	8	4.7	8	5.4	1	19.0
Insurance Carriers	5	2.2	74	4.7	76	4.7	11	5.0
Holding & Other Investment	—	—	10	4.6	10	4.6	2	3.0
All Other Finance, Insur., Real Estate					*			
Hotels & Other Lodging Places					*			
Business Services	1	4.0	41	4.6	42	4.6	11	11.4
Health Services	6	2.3	62	3.8	67	3.7	3	6.2
Educational Services	6	2.3	13	3.6	18	3.4	2	1.4
Membership Organizations	1	3.0	15	3.9	15	4.1	3	9.0
Engineering, Research & Accounting	1	7.3	12	3.7	13	3.9	3	11.7
All Other Services	2	3.0	17	4.4	18	4.5	1	3.0
Executive, Legislative, General Govt.	11	2.5	9	2.7	15	3.4	—	—
All Other Public Administration	2	1.5	3	3.6	5	2.8	—	—
All Other	—	—	12	3.6	12	3.6	1	25.0
TOTAL U.S. FIRMS**	58	2.9	737	4.1	775	4.2	94	9.5

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	—	—	6	4.4	6	4.4	1	5.0
Oil & Gas Extraction					*			
All Other Mining					*			
All Construction					*			
Food & Kindred Products	2	2.8	32	4.5	32	4.6	6	12.6
Paper & Allied Products	—	—	7	4.3	7	4.3	1	1.5
Printing and Publishing	1	3.0	21	4.2	21	4.3	2	2.0
Chemicals & Allied Products	1	3.5	22	4.2	23	4.2	2	3.0
Drugs & Pharmaceuticals					*			
Petroleum & Coal Products	—	—	5	3.5	5	3.5	1	8.3
Rubber & Misc. Plastic Products	2	3.4	7	4.2	9	4.0	—	—
Primary Metals Industries	1	3.0	12	4.4	13	4.3	1	13.0
Fabricated Metal Products	—	—	19	4.6	19	4.6	3	7.3
Industrial Machinery & Equipment	1	3.5	23	4.1	24	4.1	4	9.3
Electronic & Other Electrical	2	2.0	30	4.2	30	4.4	2	10.5
Transportation Equipment	1	3.0	26	4.2	26	4.3	6	7.0
Instruments & Related Products	—	—	14	4.0	14	4.0	1	15.0
All Other Manufacturing	2	2.0	25	4.6	26	4.6	1	15.0
Transportation by Air					*			
Transportation Services	—	—	5	4.1	5	4.1	—	—
Communications	—	—	6	3.8	6	3.8	1	30.0
Electric, Gas & Sanitary Services	3	3.2	29	4.0	31	4.0	7	8.7
All Other Transportation	1	2.5	9	4.1	9	4.4	1	30.0
Wholesale Trade–Durable Goods	—	—	6	4.6	6	4.6	1	1.3
Wholesale Trade–Nondurable Goods	1	3.5	11	4.0	12	4.0	1	20.0
General Merchandise Stores	1	3.0	8	4.0	9	3.9	1	10.0
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places					*			
All Other Retail Trade	1	3.1	10	4.3	11	4.2	1	6.0
Depository Institutions	2	3.0	40	4.0	42	4.0	6	7.7
Nondepository Institutions	—	—	6	4.2	6	4.2	2	25.0
Security & Commodity Brokers	—	—	7	4.7	7	4.7	—	—
Insurance Carriers	3	2.8	64	4.6	65	4.7	8	5.4
Holding & Other Investment	—	—	8	5.0	8	5.0	1	3.0
All Other Finance, Insur., Real Estate					*			
Hotels & Other Lodging Places					*			
Business Services	4	2.5	36	4.9	40	4.9	12	10.5
Health Services	5	2.2	53	3.9	57	3.8	5	4.6
Educational Services	1	3.0	11	3.6	12	3.6	1	.2
Membership Organizations	1	3.0	14	3.9	14	4.2	3	9.0
Engineering, Research & Accounting	—	—	10	4.2	10	4.2	3	13.7
All Other Services	2	2.8	18	3.9	19	4.0	1	3.0
Executive, Legislative, General Govt.	7	2.7	4	3.1	8	4.0	—	—
All Other Public Administration	—	—	3	3.9	5	2.4	—	—
All Other	—	—	10	3.8	10	3.8	2	13.0
TOTAL U.S. FIRMS**	49	2.6	641	4.2	669	4.3	89	9.1

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Central Region (U.S.)

Salary Structure Adjustments

1994 Actual Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	6	2.6	6	2.2	6	2.2
Oil & Gas Extraction	*		*		*	
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	31	2.0	31	2.2	26	2.3
Paper & Allied Products	7	3.4	7	3.4	5	3.9
Printing and Publishing	27	3.5	28	2.9	19	2.3
Chemicals & Allied Products	26	2.5	26	2.8	24	2.9
Drugs & Pharmaceuticals	*		*		*	
Petroleum & Coal Products	5	3.0	5	3.0	5	3.0
Rubber & Misc. Plastic Products	8	3.3	8	3.2	7	3.4
Primary Metals Industries	14	3.0	13	3.1	10	3.4
Fabricated Metal Products	21	2.5	22	2.8	16	2.7
Industrial Machinery & Equipment	28	2.3	27	2.7	25	3.3
Electronic & Other Electrical	41	2.8	44	2.7	26	2.8
Transportation Equipment	28	2.6	28	3.0	26	2.6
Instruments & Related Products	23	2.7	22	2.9	16	3.3
All Other Manufacturing	27	2.4	29	2.9	24	2.6
Transportation by Air	*		*		*	
Transportation Services	7	1.9	7	2.3	5	2.0
Communications	5	3.5	7	3.3	3	3.7
Electric, Gas & Sanitary Services	41	2.5	45	2.8	30	3.0
All Other Transportation	11	1.8	16	2.2	12	2.0
Wholesale Trade–Durable Goods	6	2.2	6	2.1	4	2.4
Wholesale Trade–Nondurable Goods	13	2.8	15	3.1	14	3.3
General Merchandise Stores	7	2.3	7	2.2	7	3.0
Food Stores	*		*		*	
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	6	2.6	6	3.0	3	4.4
All Other Retail Trade	15	2.9	16	2.9	12	2.7
Depository Institutions	53	2.3	55	2.5	52	2.6
Nondepository Institutions	8	2.3	8	2.6	8	2.7
Security & Commodity Brokers	6	5.3	4	5.3	4	9.1
Insurance Carriers	80	2.9	81	2.9	66	3.3
Holding & Other Investment	9	2.7	10	2.6	8	1.8
All Other Finance, Insur., Real Estate	5	2.8	5	2.8	2	2.0
Hotels & Other Lodging Places	*		*		*	
Business Services	40	2.8	38	2.8	31	2.4
Health Services	73	1.9	75	2.3	56	2.1
Educational Services	17	2.8	20	2.6	9	2.9
Membership Organizations	16	2.9	15	2.8	11	2.8
Engineering, Research & Accounting	10	2.4	11	2.1	9	2.0
All Other Services	20	2.4	20	2.4	13	2.0
Executive, Legislative, General Govt.	14	3.2	14	3.1	11	1.4
All Other Public Administration	*		*		*	
All Other	7	3.0	10	2.9	6	3.5
TOTAL U.S. FIRMS**	780	2.6	809	2.7	631	2.7

1995 Projected Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	6	2.8	6	2.2	6	2.2
Oil & Gas Extraction	*		*		*	
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	28	2.7	29	2.8	24	2.9
Paper & Allied Products	6	3.3	6	3.4	5	3.4
Printing and Publishing	28	2.5	29	2.8	20	2.5
Chemicals & Allied Products	25	2.8	25	3.1	23	2.9
Drugs & Pharmaceuticals	*		*		*	
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	7	2.9	7	3.0	6	3.0
Primary Metals Industries	11	3.1	12	3.3	10	3.8
Fabricated Metal Products	17	2.3	17	2.7	14	2.8
Industrial Machinery & Equipment	25	2.6	24	3.0	22	3.2
Electronic & Other Electrical	33	3.0	34	3.1	23	3.4
Transportation Equipment	27	2.5	27	2.6	24	2.3
Instruments & Related Products	17	2.6	17	2.7	11	2.7
All Other Manufacturing	28	3.2	29	3.4	23	3.2
Transportation by Air	*		*		*	
Transportation Services	6	2.8	6	2.8	4	2.8
Communications	5	3.5	6	3.3	3	3.7
Electric, Gas & Sanitary Services	36	2.8	39	3.0	25	3.1
All Other Transportation	11	2.1	15	2.6	11	2.5
Wholesale Trade–Durable Goods	6	2.8	6	2.8	4	3.0
Wholesale Trade–Nondurable Goods	8	2.3	10	2.7	10	2.8
General Merchandise Stores	7	2.2	7	1.9	7	2.1
Food Stores	*		*		*	
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	6	2.3	6	2.3	3	3.2
All Other Retail Trade	10	2.5	12	2.8	10	2.7
Depository Institutions	44	2.5	44	2.8	41	2.7
Nondepository Institutions	7	3.2	7	3.8	5	2.9
Security & Commodity Brokers	*		*		*	
Insurance Carriers	65	3.0	65	3.2	54	3.4
Holding & Other Investment	8	2.4	8	2.4	6	3.3
All Other Finance, Insur., Real Estate	*		*		*	
Hotels & Other Lodging Places	*		*		*	
Business Services	35	2.6	34	2.8	27	2.6
Health Services	63	2.3	64	2.5	46	2.3
Educational Services	9	2.1	12	1.8	6	1.5
Membership Organizations	16	2.4	15	2.2	11	2.3
Engineering, Research & Accounting	8	2.6	9	1.9	8	2.6
All Other Services	20	2.5	20	2.4	14	2.2
Executive, Legislative, General Govt.	8	2.6	7	2.6	5	2.7
All Other Public Administration	5	2.2	5	2.2	5	2.2
All Other	6	3.1	9	3.0	6	2.5
TOTAL U.S. FIRMS**	672	2.7	693	2.8	544	2.8

American Compensation Association
1994/1995 Salary Budget Survey

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Southern Region (U.S.)

Non-Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction	—	—	18	3.9	18	3.9	2	2.3
All Other Mining					*			
All Construction					*			
Food & Kindred Products	1	3.0	14	4.0	14	4.2	—	—
Paper & Allied Products	1	3.3	8	3.4	9	3.3	1	.5
Printing and Publishing	—	—	12	3.6	12	3.6	1	4.0
Chemicals & Allied Products	1	2.6	16	3.9	16	4.0	4	1.1
Drugs & Pharmaceuticals	—	—	7	4.1	7	4.1	—	—
Petroleum & Coal Products	—	—	10	3.4	10	3.4	4	3.5
Rubber & Misc. Plastic Products	1	3.5	5	3.6	5	4.3	2	2.2
Primary Metals Industries					*			
Fabricated Metal Products	—	—	9	3.9	9	3.9	—	—
Industrial Machinery & Equipment	3	3.2	10	3.4	10	4.4	—	—
Electronic & Other Electrical	—	—	33	4.0	33	4.0	10	3.4
Transportation Equipment	2	3.0	9	3.6	11	3.5	1	.1
Instruments & Related Products	2	2.0	13	3.8	14	3.8	—	—
All Other Manufacturing	5	3.1	31	4.0	35	4.0	3	3.5
Transportation by Air					*			
Transportation Services					*			
Communications	2	2.1	12	4.3	13	4.3	3	3.8
Electric, Gas & Sanitary Services	3	3.5	44	3.7	45	3.8	7	6.4
All Other Transportation	2	3.0	3	3.0	5	3.0	—	—
Wholesale Trade–Durable Goods	—	—	5	3.8	5	3.8	—	—
Wholesale Trade–Nondurable Goods	1	3.7	9	3.8	10	3.8	1	16.0
General Merchandise Stores	—	—	5	4.1	5	4.1	—	—
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	7	4.2	7	4.2	—	—
All Other Retail Trade	1	4.0	9	4.3	10	4.3	—	—
Depository Institutions	2	2.5	40	4.3	40	4.4	5	3.6
Nondepository Institutions					*			
Security & Commodity Brokers					*			
Insurance Carriers	—	—	19	4.5	19	4.5	3	1.4
Holding & Other Investment					*			
All Other Finance, Insur., Real Estate	—	—	7	4.9	7	4.9	—	—
Hotels & Other Lodging Places					*			
Business Services	2	3.5	26	3.9	27	4.0	4	3.0
Health Services	12	2.0	65	3.7	72	3.6	4	2.1
Educational Services	11	3.5	6	2.4	13	4.1	1	5.0
Membership Organizations					*			
Engineering, Research & Accounting	—	—	15	4.0	15	4.0	—	—
All Other Services	3	2.9	13	4.2	14	4.5	—	—
Executive, Legislative, General Govt.	16	3.5	17	3.3	28	4.0	1	1.0
All Other Public Administration					*			
All Other	—	—	16	3.3	16	3.3	1	3.0
TOTAL U.S. FIRMS**	73	3.1	546	3.9	589	4.0	68	3.5

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction	—	—	12	4.3	12	4.3	—	—
All Other Mining					*			
All Construction					*			
Food & Kindred Products	1	3.0	12	4.5	12	4.7	—	—
Paper & Allied Products	1	3.5	5	3.8	6	3.8	2	1.8
Printing and Publishing	—	—	12	3.8	12	3.8	2	3.3
Chemicals & Allied Products	1	3.3	13	3.7	13	4.0	2	1.5
Drugs & Pharmaceuticals	—	—	5	3.5	5	3.5	—	—
Petroleum & Coal Products	—	—	7	3.9	7	3.9	1	.5
Rubber & Misc. Plastic Products					*			
Primary Metals Industries					*			
Fabricated Metal Products	—	—	8	4.3	8	4.3	—	—
Industrial Machinery & Equipment	2	3.3	9	3.6	9	4.3	—	—
Electronic & Other Electrical	—	—	29	4.0	29	4.0	9	3.6
Transportation Equipment	2	4.0	8	4.1	10	4.1	1	.2
Instruments & Related Products	2	1.8	10	3.7	11	3.6	—	—
All Other Manufacturing	3	3.5	29	4.1	32	4.1	3	4.0
Transportation by Air					*			
Transportation Services					*			
Communications	1	2.3	9	4.3	9	4.6	1	1.0
Electric, Gas & Sanitary Services	2	2.5	36	3.8	36	4.0	8	6.0
All Other Transportation					*			
Wholesale Trade–Durable Goods	—	—	5	4.4	5	4.4	—	—
Wholesale Trade–Nondurable Goods	1	3.5	8	4.2	9	4.1	1	15.0
General Merchandise Stores					*			
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	7	4.2	7	4.2	—	—
All Other Retail Trade	—	—	10	4.3	10	4.3	1	—
Depository Institutions	2	2.5	34	4.3	34	4.4	5	1.5
Nondepository Institutions					*			
Security & Commodity Brokers					*			
Insurance Carriers	—	—	19	4.3	19	4.3	3	1.9
Holding & Other Investment					*			
All Other Finance, Insur., Real Estate	—	—	7	5.1	7	5.1	—	—
Hotels & Other Lodging Places					*			
Business Services	2	3.5	22	4.2	23	4.3	4	7.3
Health Services	8	2.6	54	3.6	59	3.6	3	3.0
Educational Services	8	3.0	5	2.6	12	3.1	—	—
Membership Organizations					*			
Engineering, Research & Accounting	1	5.0	13	4.0	13	4.4	—	—
All Other Services	1	2.0	13	4.0	13	4.2	1	5.0
Executive, Legislative, General Govt.	11	3.5	14	3.4	22	3.9	—	—
All Other Public Administration					*			
All Other	1	4.5	12	4.2	13	4.3	—	—
TOTAL U.S. FIRMS**	54	3.1	465	4.0	497	4.1	57	3.8

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Southern Region (U.S.)

Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction	—	—	18	4.0	18	4.0	2	2.6
All Other Mining					*			
All Construction					*			
Food & Kindred Products	1	3.0	15	4.0	15	4.2	—	—
Paper & Allied Products	1	3.3	9	3.2	9	3.5	1	.5
Printing and Publishing	—	—	13	3.5	13	3.5	1	5.0
Chemicals & Allied Products	—	—	17	3.7	17	3.7	4	1.5
Drugs & Pharmaceuticals	—	—	7	4.3	7	4.3	—	—
Petroleum & Coal Products	—	—	11	3.3	11	3.3	4	3.5
Rubber & Misc. Plastic Products	—	—	5	3.6	5	3.6	3	3.1
Primary Metals Industries					*			
Fabricated Metal Products	—	—	9	4.0	9	4.0	—	—
Industrial Machinery & Equipment	2	3.3	10	3.8	10	4.4	—	—
Electronic & Other Electrical	1	3.2	35	4.1	35	4.2	10	3.1
Transportation Equipment	1	3.5	11	3.7	12	3.7	1	.1
Instruments & Related Products	—	—	14	4.3	14	4.3	—	—
All Other Manufacturing	3	2.5	34	4.1	36	4.1	3	6.1
Transportation by Air					*			
Transportation Services					*			
Communications	1	3.0	16	4.1	16	4.3	4	3.5
Electric, Gas & Sanitary Services	1	3.0	45	3.8	45	3.9	7	7.2
All Other Transportation	1	3.0	5	3.1	6	3.1	1	14.0
Wholesale Trade–Durable Goods	—	—	6	3.9	6	3.9	—	—
Wholesale Trade–Nondurable Goods	—	—	10	3.9	10	3.9	1	20.0
General Merchandise Stores	—	—	6	4.4	6	4.4	—	—
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	7	4.2	7	4.2	—	—
All Other Retail Trade	—	—	10	4.6	10	4.6	—	—
Depository Institutions	3	1.7	41	4.3	41	4.4	5	3.7
Nondepository Institutions					*			
Security & Commodity Brokers					*			
Insurance Carriers	—	—	19	4.4	19	4.4	3	1.4
Holding & Other Investment					*			
All Other Finance, Insur., Real Estate	—	—	8	4.9	8	4.9	—	—
Hotels & Other Lodging Places					*			
Business Services	2	3.5	27	3.9	28	4.0	3	10.0
Health Services	10	2.2	70	3.6	76	3.6	5	2.2
Educational Services	10	3.2	7	2.0	13	3.6	—	—
Membership Organizations					*			
Engineering, Research & Accounting	—	—	17	3.4	17	3.4	2	6.3
All Other Services	2	2.8	14	4.5	15	4.6	1	11.3
Executive, Legislative, General Govt.	17	3.0	19	3.4	28	4.1	1	1.0
All Other Public Administration					*			
All Other	—	—	16	3.4	16	3.4	1	3.0
TOTAL U.S. FIRMS**	59	2.8	585	3.9	614	4.0	73	4.4

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing				*				
Oil & Gas Extraction	—	—	12	4.4	12	4.4	—	—
All Other Mining					*			
All Construction					*			
Food & Kindred Products	—	—	12	4.5	12	4.5	—	—
Paper & Allied Products	1	3.5	6	3.5	6	4.0	2	1.8
Printing and Publishing	—	—	13	3.8	13	3.8	2	3.8
Chemicals & Allied Products	1	3.3	13	3.9	13	4.1	3	2.8
Drugs & Pharmaceuticals	—	—	5	3.6	5	3.6	—	—
Petroleum & Coal Products	—	—	7	3.9	7	3.9	1	.5
Rubber & Misc. Plastic Products					*			
Primary Metals Industries					*			
Fabricated Metal Products	—	—	8	4.4	8	4.4	—	—
Industrial Machinery & Equipment	2	3.3	9	3.7	9	4.4	—	—
Electronic & Other Electrical	—	—	32	4.1	32	4.1	9	3.3
Transportation Equipment	—	—	11	4.3	11	4.3	1	.2
Instruments & Related Products	1	—	11	4.2	11	4.2	—	—
All Other Manufacturing	1	3.0	32	4.1	33	4.1	3	6.3
Transportation by Air					*			
Transportation Services					*			
Communications	1	3.0	13	4.2	13	4.4	2	1.8
Electric, Gas & Sanitary Services	1	1.0	37	4.0	37	4.1	8	6.7
All Other Transportation	2	1.5	5	3.8	6	3.7	2	8.0
Wholesale Trade–Durable Goods	—	—	6	4.3	6	4.3	—	—
Wholesale Trade–Nondurable Goods	—	—	9	4.2	9	4.2	1	19.0
General Merchandise Stores	—	—	5	4.5	5	4.5	—	—
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	7	4.2	7	4.2	—	—
All Other Retail Trade	—	—	10	4.4	10	4.4	—	—
Depository Institutions	3	1.7	35	4.3	35	4.4	4	1.6
Nondepository Institutions					*			
Security & Commodity Brokers					*			
Insurance Carriers	—	—	19	4.3	19	4.3	3	1.9
Holding & Other Investment					*			
All Other Finance, Insur., Real Estate	—	—	7	5.1	7	5.1	—	—
Hotels & Other Lodging Places					*			
Business Services	2	3.6	23	4.0	24	4.1	4	7.3
Health Services	7	2.5	58	3.6	62	3.7	4	3.5
Educational Services	6	3.1	7	2.3	12	2.9	—	—
Membership Organizations					*			
Engineering, Research & Accounting	—	—	13	3.6	13	3.6	3	7.6
All Other Services	—	—	14	4.3	14	4.3	2	8.2
Executive, Legislative, General Govt.	10	3.1	15	3.5	22	3.8	—	—
All Other Public Administration					*			
All Other	1	4.5	12	4.2	13	4.2	—	—
TOTAL U.S. FIRMS**	40	2.8	498	4.0	519	4.1	65	4.6

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Southern Region (U.S.)

Officer & Executive Level

INDUSTRY	1994 Actual Increases								1995 Projected Increases							
	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY		GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*								*			
Oil & Gas Extraction	—	—	13	4.2	13	4.2	—	—	—	—	11	4.9	11	4.9	—	—
All Other Mining					*								*			
All Construction					*								*			
Food & Kindred Products	—	—	13	4.1	13	4.1	—	—	—	—	11	4.6	11	4.6	—	—
Paper & Allied Products	1	3.3	8	3.7	8	4.1	—	—	1	3.5	5	3.5	5	4.2	—	—
Printing and Publishing	—	—	11	3.7	11	3.7	1	10.0	—	—	11	4.3	11	4.3	2	7.3
Chemicals & Allied Products	—	—	10	3.9	10	3.9	4	18.6	1	3.3	10	4.0	10	4.3	3	16.8
Drugs & Pharmaceuticals	—	—	7	4.5	7	4.5	—	—	—	—	5	3.9	5	3.9	—	—
Petroleum & Coal Products	—	—	11	3.4	11	3.4	2	22.7	—	—	7	3.9	7	3.9	1	40.0
Rubber & Misc. Plastic Products					*								*			
Primary Metals Industries					*								*			
Fabricated Metal Products	—	—	7	3.5	7	3.5	—	—	—	—	6	5.0	6	5.0	—	—
Industrial Machinery & Equipment	1	3.5	10	4.6	10	4.9	—	—	1	3.5	9	3.5	9	3.9	—	—
Electronic & Other Electrical	1	3.2	30	4.3	30	4.4	7	9.8	—	—	28	4.2	28	4.2	7	10.1
Transportation Equipment	1	3.5	8	2.9	9	2.9	—	—	—	—	9	4.3	9	4.3	2	2.0
Instruments & Related Products	1	—	13	4.5	13	4.5	—	—	1	—	11	4.3	11	4.3	—	—
All Other Manufacturing	1	3.0	29	4.5	30	4.5	4	14.8	—	—	29	4.5	29	4.5	4	15.0
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	1	5.0	14	4.0	14	4.4	1	1.0	1	5.0	12	4.7	12	5.2	1	1.0
Electric, Gas & Sanitary Services	1	3.0	41	4.0	41	4.1	7	12.6	1	2.0	33	4.1	33	4.2	7	13.6
All Other Transportation	1	3.0	5	3.5	6	3.4	1	41.0	2	1.5	5	4.0	6	3.8	2	21.5
Wholesale Trade–Durable Goods					*				—	—	5	4.6	5	4.6	—	—
Wholesale Trade–Nondurable Goods	—	—	7	3.9	7	3.9	—	—	—	—	7	4.3	7	4.3	1	50.0
General Merchandise Stores	—	—	6	4.3	6	4.3	—	—	—	—	5	4.6	5	4.6	—	—
Food Stores					*								*			
Apparel & Accessory Stores					*								*			
Eating & Drinking Places	—	—	6	4.3	6	4.3	—	—	—	—	6	4.3	6	4.3	—	—
All Other Retail Trade	—	—	8	5.0	8	5.0	—	—	—	—	8	4.1	8	4.1	—	—
Depository Institutions	2	2.5	37	4.3	37	4.5	4	7.8	2	2.5	31	4.3	31	4.5	3	7.2
Nondepository Institutions					*								*			
Security & Commodity Brokers					*								*			
Insurance Carriers	—	—	17	4.5	17	4.5	3	13.1	—	—	17	4.3	17	4.3	3	12.1
Holding & Other Investment					*								*			
All Other Finance, Insur., Real Estate	—	—	6	4.0	6	4.0	1	16.0	—	—	5	4.2	5	4.2	1	20.0
Hotels & Other Lodging Places					*								*			
Business Services	2	4.5	28	3.3	30	3.3	4	7.5	2	4.5	24	3.4	26	3.5	5	6.5
Health Services	3	3.3	57	3.9	59	4.0	3	5.1	4	3.1	47	4.0	50	4.1	5	6.4
Educational Services	6	3.4	4	2.5	9	3.4	—	—	4	3.3	7	2.6	10	3.1	—	—
Membership Organizations					*								*			
Engineering, Research & Accounting	—	—	11	4.4	11	4.4	3	6.8	—	—	8	4.5	8	4.5	3	6.8
All Other Services	1	2.6	11	4.5	11	4.7	2	10.7	—	—	10	4.4	10	4.4	3	10.4
Executive, Legislative, General Govt.	15	2.8	17	3.9	26	4.2	—	—	8	2.9	13	3.8	19	3.8	—	—
All Other Public Administration					*								*			
All Other	—	—	12	3.3	12	3.3	1	3.0	1	4.5	8	4.9	9	4.8	—	—
TOTAL U.S. FIRMS**	40	3.1	495	4.0	518	4.1	60	10.5	30	3.1	430	4.2	447	4.2	61	11.2

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Southern Region (U.S.)

Salary Structure Adjustments

1994 Actual Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	17	2.8	17	3.0	12	2.7
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	14	2.1	14	2.2	11	2.0
Paper & Allied Products	8	2.7	8	2.9	7	3.1
Printing and Publishing	12	2.0	13	1.9	11	1.5
Chemicals & Allied Products	15	2.9	18	3.0	14	3.0
Drugs & Pharmaceuticals	7	2.3	7	2.5	5	3.3
Petroleum & Coal Products	10	1.5	11	1.7	8	2.1
Rubber & Misc. Plastic Products	5	2.4	5	3.6	3	2.5
Primary Metals Industries	*		*		*	
Fabricated Metal Products	9	3.2	9	3.8	6	3.8
Industrial Machinery & Equipment	8	2.6	8	2.8	7	2.7
Electronic & Other Electrical	31	2.1	33	2.1	24	1.9
Transportation Equipment	11	2.0	11	1.6	8	1.4
Instruments & Related Products	12	2.7	13	2.9	11	2.7
All Other Manufacturing	35	2.5	35	2.6	27	2.4
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	8	1.8	13	2.4	8	2.5
Electric, Gas & Sanitary Services	42	2.4	41	2.5	32	2.1
All Other Transportation	3	1.2	5	1.8	5	1.2
Wholesale Trade–Durable Goods	5	2.1	5	2.6	4	3.5
Wholesale Trade–Nondurable Goods	9	2.7	8	3.0	6	1.8
General Merchandise Stores	*		*		*	
Food Stores	*		*		*	
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	*		*		*	
All Other Retail Trade	5	2.0	5	2.1	3	1.0
Depository Institutions	39	2.9	39	2.7	35	2.3
Nondepository Institutions	*		*		*	
Security & Commodity Brokers	*		*		*	
Insurance Carriers	19	2.2	19	2.4	16	2.7
Holding & Other Investment	*		*		*	
All Other Finance, Insur., Real Estate	6	2.2	6	2.2	5	1.6
Hotels & Other Lodging Places	*		*		*	
Business Services	17	2.3	20	1.7	18	1.9
Health Services	62	1.7	63	1.9	44	2.3
Educational Services	13	2.4	12	2.1	8	2.3
Membership Organizations	*		*		*	
Engineering, Research & Accounting	9	1.8	11	2.4	8	2.5
All Other Services	11	2.4	11	2.5	10	1.5
Executive, Legislative, General Govt.	30	2.5	30	2.5	25	2.1
All Other Public Administration	*		*		*	
All Other	14	2.7	15	1.4	10	1.8
TOTAL U.S. FIRMS**	522	2.4	544	2.4	419	2.3

1995 Projected Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	11	3.0	11	2.4	7	2.9
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	10	3.7	10	4.1	7	3.8
Paper & Allied Products	6	2.3	6	2.3	5	2.2
Printing and Publishing	11	2.8	12	2.5	10	2.1
Chemicals & Allied Products	12	2.9	14	3.0	10	3.2
Drugs & Pharmaceuticals	6	2.8	6	3.0	5	4.0
Petroleum & Coal Products	7	2.2	7	2.6	4	2.6
Rubber & Misc. Plastic Products	*		*		*	
Primary Metals Industries	*		*		*	
Fabricated Metal Products	8	3.7	8	4.1	5	4.0
Industrial Machinery & Equipment	5	3.2	5	3.2	4	3.5
Electronic & Other Electrical	26	2.9	27	3.0	21	2.7
Transportation Equipment	10	2.2	10	2.9	7	3.8
Instruments & Related Products	9	2.1	11	2.4	10	2.1
All Other Manufacturing	31	3.2	31	3.4	26	3.3
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	6	1.6	11	1.9	9	2.7
Electric, Gas & Sanitary Services	32	2.6	33	3.0	24	2.9
All Other Transportation	*		*		*	
Wholesale Trade–Durable Goods	5	2.9	5	2.9	3	4.0
Wholesale Trade–Nondurable Goods	7	2.4	6	3.1	4	3.1
General Merchandise Stores	*		*		*	
Food Stores	*		*		*	
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	*		*		*	
All Other Retail Trade	7	2.8	7	2.9	5	2.6
Depository Institutions	30	2.6	30	2.7	25	2.5
Nondepository Institutions	*		*		*	
Security & Commodity Brokers	*		*		*	
Insurance Carriers	16	2.4	16	2.6	13	2.9
Holding & Other Investment	*		*		*	
All Other Finance, Insur., Real Estate	6	2.8	6	2.8	5	2.5
Hotels & Other Lodging Places	*		*		*	
Business Services	14	3.1	17	2.9	15	3.0
Health Services	53	2.3	55	2.2	32	2.4
Educational Services	10	2.4	9	2.1	6	1.4
Membership Organizations	*		*		*	
Engineering, Research & Accounting	9	2.4	9	2.8	7	2.8
All Other Services	7	2.8	7	3.1	7	2.2
Executive, Legislative, General Govt.	26	2.2	26	2.1	22	1.3
All Other Public Administration	*		*		*	
All Other	9	2.9	10	2.4	7	3.3
TOTAL U.S. FIRMS**	422	2.7	442	2.8	330	2.7

American Compensation Association
1994/1995 Salary Budget Survey

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Western Region (U.S.)

Non-Exempt Salary Employees

INDUSTRY	1994 Actual Increases								1995 Projected Increases							
	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY		GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*								*			
Oil & Gas Extraction					*								*			
All Other Mining	1	3.0	6	3.3	7	3.3	2	2.0	1	3.0	6	3.2	6	3.7	1	1.0
All Construction	—	—	5	4.3	5	4.3	—	—	—	—	5	4.3	5	4.3	—	—
Food & Kindred Products	—	—	13	4.2	13	4.2	1	1.0	—	—	12	4.0	12	4.0	1	1.0
Paper & Allied Products					*								*			
Printing and Publishing	—	—	5	3.9	5	3.9	1	4.0	—	—	5	4.2	5	4.2	1	4.0
Chemicals & Allied Products	—	—	7	3.0	7	3.0	—	—	—	—	5	3.2	5	3.2	—	—
Drugs & Pharmaceuticals	2	4.8	14	4.4	15	4.7	3	4.4	—	—	13	4.8	13	4.8	1	2.0
Petroleum & Coal Products					*								*			
Rubber & Misc. Plastic Products					*								*			
Primary Metals Industries					*								*			
Fabricated Metal Products	—	—	5	2.5	5	2.5	1	12.0	—	—	5	4.5	5	4.5	2	6.0
Industrial Machinery & Equipment	—	—	25	4.0	25	4.0	3	3.0	—	—	20	4.7	20	4.7	2	4.4
Electronic & Other Electrical	—	—	75	4.3	75	4.3	14	2.0	—	—	58	4.3	58	4.3	12	2.1
Transportation Equipment	1	2.0	25	3.3	25	3.4	9	.9	1	2.0	19	3.7	19	3.8	8	1.2
Instruments & Related Products	—	—	30	4.0	30	4.0	7	2.9	—	—	25	4.3	25	4.3	4	3.5
All Other Manufacturing	2	3.3	22	4.1	24	4.0	4	1.3	2	3.3	20	4.4	22	4.3	4	1.8
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	—	—	13	4.6	13	4.6	3	3.5	—	—	11	4.8	11	4.8	2	4.3
Electric, Gas & Sanitary Services	6	3.1	23	3.6	26	3.9	8	4.5	4	3.1	20	3.7	22	3.9	4	4.0
All Other Transportation					*								*			
Wholesale Trade–Durable Goods	—	—	14	4.0	14	4.0	1	3.5	—	—	15	4.2	15	4.2	1	3.5
Wholesale Trade–Nondurable Goods	2	2.3	11	3.3	11	3.7	—	—	2	2.0	8	3.2	8	3.7	—	—
General Merchandise Stores					*								*			
Food Stores					*								*			
Apparel & Accessory Stores					*								*			
Eating & Drinking Places	—	—	5	4.6	5	4.6	—	—					*			
All Other Retail Trade	2	3.9	8	4.0	10	4.0	2	3.5	2	3.8	8	3.8	9	4.2	2	3.5
Depository Institutions	—	—	33	3.7	33	3.7	7	1.7	1	4.0	28	3.9	29	3.9	9	2.2
Nondepository Institutions	—	—	9	3.8	9	3.8	—	—	—	—	7	4.2	7	4.2	—	—
Security & Commodity Brokers					*								*			
Insurance Carriers	—	—	25	4.2	25	4.2	6	4.5	—	—	23	4.2	23	4.2	7	4.2
Holding & Other Investment	—	—	5	4.4	5	4.4	—	—	—	—	5	4.2	5	4.2	—	—
All Other Finance, Insur., Real Estate	1	3.5	5	3.5	5	4.2	1	5.0					*			
Hotels & Other Lodging Places	1	2.5	5	3.8	6	3.6	—	—					*			
Business Services	3	2.7	59	4.4	61	4.4	18	4.4	2	2.9	52	4.5	53	4.5	16	5.4
Health Services	12	2.4	57	3.9	66	3.8	4	2.9	5	2.6	47	3.5	49	3.6	6	3.3
Educational Services	5	2.4	13	3.2	17	3.1	—	—	4	2.0	8	3.4	11	3.2	—	—
Membership Organizations	2	8.3	5	4.4	7	5.5	1	4.0	2	4.5	3	4.5	5	4.5	1	4.0
Engineering, Research & Accounting	2	3.7	29	3.2	30	3.3	4	2.2	1	3.0	26	4.2	26	4.3	3	3.4
All Other Services	3	2.3	18	4.0	21	3.8	2	.5	—	—	14	4.3	14	4.3	—	—
Executive, Legislative, General Govt.	10	2.5	14	3.4	17	4.3	1	1.0	6	3.0	10	3.1	11	4.5	1	1.0
All Other Public Administration					*								*			
All Other	2	3.5	21	3.5	22	3.7	4	2.5	2	3.5	20	4.2	21	4.3	4	2.8
TOTAL U.S. FIRMS**	64	2.9	637	3.9	676	3.9	113	3.0	39	2.8	539	4.1	557	4.1	101	3.2

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Western Region (U.S.)

Exempt Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction					*			
All Other Mining	1	3.0	6	3.3	7	3.3	2	2.0
All Construction	—	—	5	4.2	5	4.2	—	—
Food & Kindred Products	—	—	13	4.4	13	4.4	1	1.0
Paper & Allied Products					*			
Printing and Publishing	—	—	5	4.0	5	4.0	1	4.0
Chemicals & Allied Products	—	—	7	3.0	7	3.0	—	—
Drugs & Pharmaceuticals	2	4.8	14	4.6	15	4.9	3	4.4
Petroleum & Coal Products					*			
Rubber & Misc. Plastic Products					*			
Primary Metals Industries					*			
Fabricated Metal Products	—	—	5	2.8	5	2.8	1	12.0
Industrial Machinery & Equipment	—	—	26	3.9	26	3.9	3	3.0
Electronic & Other Electrical	—	—	76	4.4	76	4.4	13	2.0
Transportation Equipment	1	2.0	26	3.4	26	3.5	9	1.7
Instruments & Related Products	1	3.0	32	4.0	33	4.0	8	3.0
All Other Manufacturing	1	3.0	24	4.0	25	4.0	4	2.9
Transportation by Air					*			
Transportation Services					*			
Communications	—	—	14	4.5	14	4.5	3	5.5
Electric, Gas & Sanitary Services	4	3.2	27	3.7	28	4.1	9	4.5
All Other Transportation					*			
Wholesale Trade–Durable Goods	—	—	14	4.1	14	4.1	1	3.5
Wholesale Trade–Nondurable Goods	2	2.3	11	3.7	11	4.1	—	—
General Merchandise Stores					*			
Food Stores	—	—	5	2.7	5	2.7	1	2.0
Apparel & Accessory Stores					*			
Eating & Drinking Places	—	—	5	4.6	5	4.6	—	—
All Other Retail Trade	1	4.3	11	3.6	12	3.6	2	3.5
Depository Institutions	—	—	33	3.8	33	3.8	7	3.2
Nondepository Institutions	—	—	9	3.8	9	3.8	—	—
Security & Commodity Brokers					*			
Insurance Carriers	—	—	24	4.4	24	4.4	7	4.7
Holding & Other Investment	—	—	5	4.7	5	4.7	—	—
All Other Finance, Insur., Real Estate	1	3.5	5	4.0	5	4.7	1	10.0
Hotels & Other Lodging Places	1	2.5	6	4.4	7	4.1	—	—
Business Services	2	3.0	57	4.4	58	4.4	20	6.2
Health Services	12	2.3	62	3.9	70	3.8	5	5.9
Educational Services	5	2.4	13	3.2	17	3.1	—	—
Membership Organizations	1	4.0	5	4.0	6	4.0	1	4.0
Engineering, Research & Accounting	2	3.7	31	3.4	32	3.6	6	5.9
All Other Services	2	2.5	19	4.1	21	3.9	3	3.0
Executive, Legislative, General Govt.	7	2.7	14	3.0	17	3.6	1	1.0
All Other Public Administration					*			
All Other	1	4.0	21	3.6	22	3.6	4	5.0
TOTAL U.S. FIRMS**	53	2.7	661	3.9	692	4.0	125	4.1

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction					*			
All Other Mining	1	3.0	6	3.2	6	3.7	1	1.0
All Construction	—	—	5	4.4	5	4.4	—	—
Food & Kindred Products	—	—	12	4.1	12	4.1	1	1.0
Paper & Allied Products					*			
Printing and Publishing	—	—	5	4.4	5	4.4	1	4.0
Chemicals & Allied Products	—	—	5	3.1	5	3.1	—	—
Drugs & Pharmaceuticals	—	—	13	4.8	13	4.8	1	2.0
Petroleum & Coal Products					*			
Rubber & Misc. Plastic Products					*			
Primary Metals Industries					*			
Fabricated Metal Products	—	—	5	4.5	5	4.5	2	6.0
Industrial Machinery & Equipment	—	—	21	4.7	21	4.7	2	4.4
Electronic & Other Electrical	—	—	59	4.4	59	4.4	11	2.1
Transportation Equipment	1	2.0	19	3.6	19	3.8	8	2.1
Instruments & Related Products	—	—	25	4.4	25	4.4	4	4.4
All Other Manufacturing	1	3.0	21	4.6	22	4.5	4	3.2
Transportation by Air					*			
Transportation Services					*			
Communications	—	—	12	4.6	12	4.6	2	7.3
Electric, Gas & Sanitary Services	3	3.1	23	3.7	24	4.0	4	4.0
All Other Transportation					*			
Wholesale Trade–Durable Goods	—	—	15	4.1	15	4.1	1	3.5
Wholesale Trade–Nondurable Goods	2	2.0	7	4.1	8	4.1	—	—
General Merchandise Stores					*			
Food Stores	—	—	5	3.7	5	3.7	1	2.0
Apparel & Accessory Stores					*			
Eating & Drinking Places					*			
All Other Retail Trade	1	4.0	10	4.0	11	4.0	2	3.5
Depository Institutions	1	4.0	28	3.9	29	3.9	9	3.3
Nondepository Institutions	—	—	7	4.2	7	4.2	—	—
Security & Commodity Brokers					*			
Insurance Carriers	—	—	23	4.2	23	4.2	8	4.0
Holding & Other Investment	—	—	5	4.4	5	4.4	—	—
All Other Finance, Insur., Real Estate					*			
Hotels & Other Lodging Places	—	—	5	4.5	5	4.5	1	.4
Business Services	1	3.0	49	4.4	49	4.5	19	6.5
Health Services	7	2.6	50	3.4	53	3.5	8	5.5
Educational Services	3	2.3	8	3.8	11	3.4	—	—
Membership Organizations	2	4.5	3	3.8	5	4.1	1	4.0
Engineering, Research & Accounting	2	3.4	27	4.3	28	4.4	5	5.7
All Other Services	—	—	14	4.4	14	4.4	2	3.0
Executive, Legislative, General Govt.	5	2.8	10	3.1	11	4.1	1	1.0
All Other Public Administration					*			
All Other	1	3.0	20	4.3	21	4.2	4	5.6
TOTAL U.S. FIRMS**	35	2.8	551	4.1	569	4.2	111	4.3

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Western Region (U.S.)

Officer & Executive Level

INDUSTRY	1994 Actual Increases								1995 Projected Increases							
	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY		GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing					*								*			
Oil & Gas Extraction					*								*			
All Other Mining	1	3.0	5	3.1	6	3.1	2	10.5					*			
All Construction	—	—	5	4.1	5	4.1	—	—	—	—	5	4.5	5	4.5	—	—
Food & Kindred Products	—	—	9	4.5	9	4.5	—	—	—	—	8	4.6	8	4.6	—	—
Paper & Allied Products					*								*			
Printing and Publishing					*				—	—	5	5.6	5	5.6	1	10.0
Chemicals & Allied Products	—	—	7	2.9	7	2.9	—	—	—	—	5	3.1	5	3.1	—	—
Drugs & Pharmaceuticals	2	4.8	12	5.1	13	5.4	2	6.5	—	—	12	5.4	12	5.4	1	3.0
Petroleum & Coal Products					*								*			
Rubber & Misc. Plastic Products					*								*			
Primary Metals Industries					*								*			
Fabricated Metal Products					*								*			
Industrial Machinery & Equipment	—	—	22	3.8	22	3.8	2	11.5	—	—	18	4.9	18	4.9	2	11.5
Electronic & Other Electrical	—	—	57	4.4	57	4.4	8	3.0	—	—	50	4.5	50	4.5	7	3.0
Transportation Equipment	1	2.0	20	3.6	20	3.7	6	14.8	1	2.0	15	4.0	15	4.2	5	18.5
Instruments & Related Products	1	3.0	24	4.2	25	4.1	5	15.6	—	—	20	4.6	20	4.6	3	15.0
All Other Manufacturing	1	3.0	20	4.3	21	4.2	1	3.0	1	3.0	18	4.8	19	4.7	1	1.5
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	—	—	12	4.6	12	4.6	3	10.8	—	—	10	4.2	10	4.2	1	30.0
Electric, Gas & Sanitary Services	4	3.3	25	3.3	26	3.7	5	16.3	3	3.1	22	3.9	23	4.1	4	10.2
All Other Transportation					*								*			
Wholesale Trade–Durable Goods	—	—	13	4.6	13	4.6	—	—	—	—	15	4.8	15	4.8	1	7.0
Wholesale Trade–Nondurable Goods	2	3.8	10	4.2	11	4.5	—	—	2	3.8	7	4.3	8	4.7	—	—
General Merchandise Stores					*								*			
Food Stores					*								*			
Apparel & Accessory Stores					*								*			
Eating & Drinking Places	—	—	5	4.6	5	4.6	—	—					*			
All Other Retail Trade	1	4.3	10	3.8	11	3.8	2	3.5	2	4.5	9	4.2	11	4.3	2	3.5
Depository Institutions	—	—	28	3.9	28	3.9	8	11.5	1	5.0	24	3.7	25	3.8	9	9.8
Nondepository Institutions	—	—	7	3.6	7	3.6	—	—	—	—	6	4.2	6	4.2	—	—
Security & Commodity Brokers					*								*			
Insurance Carriers	—	—	21	4.2	21	4.2	7	13.5	—	—	22	4.1	22	4.1	8	11.8
Holding & Other Investment	—	—	5	4.2	5	4.2	—	—	—	—	5	4.3	5	4.3	—	—
All Other Finance, Insur., Real Estate					*								*			
Hotels & Other Lodging Places	1	2.5	5	5.3	6	4.8	—	—					*			
Business Services	4	3.9	48	4.1	52	4.1	18	10.2	4	4.4	40	4.0	43	4.2	16	11.2
Health Services	6	2.3	50	4.0	54	3.9	5	6.3	5	2.9	41	3.3	43	3.5	7	5.4
Educational Services	5	2.4	11	3.0	15	3.0	—	—	3	2.3	7	3.6	10	3.2	—	—
Membership Organizations	1	4.0	4	4.1	5	4.1	1	4.0					*			
Engineering, Research & Accounting	3	3.1	25	3.2	27	3.3	6	5.6	2	2.5	21	4.3	22	4.3	4	7.0
All Other Services	2	2.5	17	4.6	19	4.4	3	3.0	—	—	13	5.0	13	5.0	2	3.0
Executive, Legislative, General Govt.	6	3.0	12	3.1	16	3.5	1	1.0	4	2.8	9	2.7	10	3.6	1	1.0
All Other Public Administration					*								*			
All Other	1	4.0	19	3.8	20	3.8	2	24.8	1	3.0	19	4.6	20	4.5	3	16.8
TOTAL U.S. FIRMS**	46	3.0	550	4.0	581	4.0	98	10.7	34	3.1	472	4.2	491	4.3	88	9.9

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Western Region (U.S.)

Salary Structure Adjustments

1994 Actual Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	*		*		*	
All Other Mining	7	2.5	7	2.5	4	2.3
All Construction	*		*		*	
Food & Kindred Products	12	2.1	12	2.3	8	2.0
Paper & Allied Products	*		*		*	
Printing and Publishing	*		*		*	
Chemicals & Allied Products	6	2.3	6	2.5	5	2.2
Drugs & Pharmaceuticals	10	2.5	10	2.6	6	2.7
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	*		*		*	
Primary Metals Industries	*		*		*	
Fabricated Metal Products	*		*		*	
Industrial Machinery & Equipment	22	3.5	21	3.3	14	3.8
Electronic & Other Electrical	66	2.4	67	2.8	38	2.0
Transportation Equipment	22	1.6	21	1.7	17	2.1
Instruments & Related Products	24	2.3	28	2.8	18	2.7
All Other Manufacturing	21	2.1	23	2.1	15	1.8
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	11	2.3	11	2.2	9	1.6
Electric, Gas & Sanitary Services	26	2.4	27	2.2	19	1.8
All Other Transportation	*		*		*	
Wholesale Trade–Durable Goods	12	1.3	13	1.4	12	1.3
Wholesale Trade–Nondurable Goods	10	3.4	10	4.4	7	3.0
General Merchandise Stores	*		*		*	
Food Stores	5	.7	4	1.4	3	1.0
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	5	.5	5	1.1	3	1.2
All Other Retail Trade	7	1.6	8	2.5	5	2.7
Depository Institutions	31	1.8	33	1.7	24	1.7
Nondepository Institutions	8	2.7	8	2.2	7	2.0
Security & Commodity Brokers	*		*		*	
Insurance Carriers	21	1.8	21	2.1	16	1.9
Holding & Other Investment	5	.6	4	.8	2	—
All Other Finance, Insur., Real Estate	*		*		*	
Hotels & Other Lodging Places	*		*		*	
Business Services	42	2.1	41	2.2	31	2.0
Health Services	61	1.6	63	1.8	44	2.0
Educational Services	10	2.5	10	2.5	6	1.6
Membership Organizations	6	3.5	6	1.4	4	1.5
Engineering, Research & Accounting	23	1.2	24	1.5	19	1.8
All Other Services	17	1.9	17	1.9	16	1.9
Executive, Legislative, General Govt.	16	2.8	15	2.8	15	2.8
All Other Public Administration	*		*		*	
All Other	18	1.8	17	2.0	12	2.1
TOTAL U.S. FIRMS**	568	2.1	577	2.3	415	2.1

1995 Projected Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	*		*		*	
All Other Mining	6	3.3	6	3.3	2	3.5
All Construction	*		*		*	
Food & Kindred Products	10	3.0	10	3.1	6	2.9
Paper & Allied Products	*		*		*	
Printing and Publishing	*		*		*	
Chemicals & Allied Products	*		*		*	
Drugs & Pharmaceuticals	11	3.3	11	3.6	8	3.9
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	*		*		*	
Primary Metals Industries	*		*		*	
Fabricated Metal Products	*		*		*	
Industrial Machinery & Equipment	20	2.2	19	2.3	11	2.9
Electronic & Other Electrical	49	2.7	48	2.9	30	2.6
Transportation Equipment	19	2.4	19	2.7	15	2.8
Instruments & Related Products	22	2.7	23	2.9	12	2.9
All Other Manufacturing	17	3.4	18	3.2	11	2.7
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	10	2.9	10	3.0	8	2.8
Electric, Gas & Sanitary Services	19	2.6	20	2.5	13	2.5
All Other Transportation	*		*		*	
Wholesale Trade–Durable Goods	11	2.0	12	1.8	11	1.8
Wholesale Trade–Nondurable Goods	6	2.8	6	2.8	4	3.0
General Merchandise Stores	*		*		*	
Food Stores	5	3.0	5	2.4	4	2.1
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	*		*		*	
All Other Retail Trade	5	1.6	6	1.8	5	2.2
Depository Institutions	31	2.2	31	2.2	21	2.2
Nondepository Institutions	5	3.1	5	3.1	4	2.6
Security & Commodity Brokers	*		*		*	
Insurance Carriers	18	2.9	18	3.0	13	2.8
Holding & Other Investment	*		*		*	
All Other Finance, Insur., Real Estate	*		*		*	
Hotels & Other Lodging Places	*		*		*	
Business Services	34	2.8	36	2.6	25	2.2
Health Services	43	2.1	46	2.1	37	2.3
Educational Services	8	1.6	8	1.6	5	1.4
Membership Organizations	*		*		*	
Engineering, Research & Accounting	21	2.3	21	2.6	15	2.0
All Other Services	11	2.1	11	2.5	10	2.4
Executive, Legislative, General Govt.	10	2.3	10	2.4	9	2.0
All Other Public Administration	*		*		*	
All Other	16	2.4	16	2.6	11	2.5
TOTAL U.S. FIRMS**	459	2.5	466	2.6	330	2.5

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Canada

Non-Management Salary Employees

INDUSTRY	1994 Actual Increases								1995 Projected Increases							
	GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY		GENERAL INCREASE/ COLA		MERIT INCREASE		TOTAL INCREASE		VARIABLE PAY	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	2	2.0	4	1.4	5	1.9	1	2.0					*			
Oil & Gas Extraction	3	2.2	12	2.5	13	2.8	6	3.2	2	2.3	9	1.8	10	2.1	4	4.0
All Other Mining					*								*			
All Construction					*								*			
Food & Kindred Products	2	2.5	11	1.9	11	2.4	1	3.0	2	2.3	11	1.9	11	2.3	2	2.5
Paper & Allied Products	1	2.0	6	1.9	7	1.9	2	1.1	—	—	5	2.1	5	2.1	1	1.0
Printing and Publishing					*								*			
Chemicals & Allied Products	3	1.7	12	2.7	12	3.1	1	3.5	1	1.5	7	2.9	7	3.1	1	1.5
Drugs & Pharmaceuticals	3	3.0	3	1.3	5	2.6	—	—					*			
Petroleum & Coal Products					*								*			
Rubber & Misc. Plastic Products					*								*			
Primary Metals Industries					*								*			
Fabricated Metal Products					*								*			
Industrial Machinery & Equipment	—	—	5	3.7	5	3.7	2	2.8					*			
Electronic & Other Electrical	2	2.3	14	2.2	15	2.3	—	—	2	2.0	10	2.7	11	2.8	—	—
Transportation Equipment	3	2.2	6	2.3	6	3.4	1	1.0	3	1.3	6	2.4	6	3.0	1	1.0
Instruments & Related Products					*								*			
All Other Manufacturing	1	2.5	5	3.0	7	2.9	2	4.0	—	—	5	2.8	5	2.9	1	1.0
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	7	1.9	12	2.6	18	2.5	8	3.3	5	2.1	10	2.4	14	2.4	6	3.0
Electric, Gas & Sanitary Services	3	2.4	10	2.2	11	2.6	1	3.0	2	2.2	10	2.1	11	2.3	1	3.0
All Other Transportation	—	—	6	1.6	7	1.4	—	—	1	2.5	5	2.4	6	2.4	—	—
Wholesale Trade–Durable Goods	2	2.0	4	2.4	6	2.3	—	—					*			
Wholesale Trade–Nondurable Goods	3	1.5	6	1.7	7	2.1	2	4.4	2	1.5	5	1.3	6	1.6	2	6.5
General Merchandise Stores					*								*			
Food Stores					*								*			
Apparel & Accessory Stores					*								*			
Eating & Drinking Places					*								*			
All Other Retail Trade	2	2.5	5	1.7	7	1.9	—	—	1	3.0	5	2.0	6	2.2	—	—
Depository Institutions	3	2.0	16	2.6	18	2.6	4	3.0	2	2.0	12	2.9	13	2.9	5	4.0
Nondepository Institutions	2	1.9	6	1.7	7	2.0	2	.1	1	1.8	5	1.7	5	2.0	2	.1
Security & Commodity Brokers					*								*			
Insurance Carriers	4	1.6	21	1.5	22	1.7	7	3.5	3	1.8	14	1.5	15	1.8	3	2.1
Holding & Other Investment					*								*			
All Other Finance, Insur., Real Estate					*				1	1.5	4	2.8	5	2.5	—	—
Hotels & Other Lodging Places					*								*			
Business Services	2	2.3	10	3.1	12	2.9	3	3.7	2	2.0	6	3.1	9	3.2	4	2.8
Health Services	4	.5	4	1.6	8	1.1	1	2.0	2	1.0	5	1.6	7	1.4	1	2.0
Educational Services	—	—	7	.7	8	.6	1	1.5	—	—	6	.7	7	.6	—	—
Membership Organizations					*								*			
Engineering, Research & Accounting					*								*			
All Other Services	2	2.3	4	2.4	5	2.8	—	—					*			
Executive, Legislative, General Govt.	—	—	13	.4	21	.3	—	—	10	.2	13	.4	21	.3	1	—
All Other Public Administration	—	—	4	.1	6	.1	—	—	—	—	—	—	—	—	—	—
All Other	3	1.8	5	1.9	7	2.1	—	—	3	2.0	3	1.6	6	1.8	—	—
TOTAL CANADIAN FIRMS**	82	1.6	245	2.0	295	2.1	52	3.2	60	1.5	200	2.0	237	2.1	38	2.8

* Fewer than five survey respondents
** Total line reflects all data submitted

Supplemental reports available – see page 55

Canada

Management Salary Employees

1994 Actual Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing	2	2.0	4	1.4	5	1.9	1	2.0
Oil & Gas Extraction	2	2.5	12	2.5	13	2.7	6	4.5
All Other Mining					*			
All Construction					*			
Food & Kindred Products	2	2.3	11	2.0	11	2.4	1	3.0
Paper & Allied Products	1	2.0	6	2.1	7	2.1	2	2.4
Printing and Publishing					*			
Chemicals & Allied Products	2	1.8	12	2.7	12	3.0	1	3.5
Drugs & Pharmaceuticals	1	3.0	5	2.3	5	2.9	—	—
Petroleum & Coal Products					*			
Rubber & Misc. Plastic Products					*			
Primary Metals Industries					*			
Fabricated Metal Products					*			
Industrial Machinery & Equipment	—	—	5	3.7	5	3.7	2	2.8
Electronic & Other Electrical	2	2.3	14	2.2	15	2.3	—	—
Transportation Equipment	3	2.2	6	2.4	6	3.5	1	1.0
Instruments & Related Products					*			
All Other Manufacturing	1	2.5	9	3.0	7	2.9	1	20.0
Transportation by Air					*			
Transportation Services					*			
Communications	1	3.7	14	2.4	15	2.5	11	5.7
Electric, Gas & Sanitary Services	3	1.6	13	1.8	13	2.2	3	3.8
All Other Transportation	—	—	7	1.8	8	1.6	—	—
Wholesale Trade–Durable Goods	2	2.0	4	2.4	6	2.3	—	—
Wholesale Trade–Nondurable Goods	3	1.5	7	2.0	8	2.3	2	4.3
General Merchandise Stores					*			
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places					*			
All Other Retail Trade	2	2.5	5	1.7	7	1.9	—	—
Depository Institutions	3	2.7	15	2.5	18	2.6	7	5.8
Nondepository Institutions	2	1.9	6	1.9	7	2.2	2	.1
Security & Commodity Brokers					*			
Insurance Carriers	5	1.8	20	1.4	22	1.6	6	6.8
Holding & Other Investment					*			
All Other Finance, Insur., Real Estate					*			
Hotels & Other Lodging Places					*			
Business Services	1	1.5	9	3.0	10	2.8	4	6.5
Health Services	—	—	5	2.1	8	1.3	1	4.0
Educational Services	2	.5	7	.7	8	.8	1	.5
Membership Organizations					*			
Engineering, Research & Accounting					*			
All Other Services	2	2.3	4	2.4	5	2.8	—	—
Executive, Legislative, General Govt.	—	—	13	.4	21	.3	—	—
All Other Public Administration	—	—	4	.1	5	.1	—	—
All Other	2	1.5	5	1.9	7	1.8	2	12.5
TOTAL CANADIAN FIRMS**	68	1.6	253	2.0	293	2.1	63	5.8

1995 Projected Increases

INDUSTRY	GENERAL INCREASE/ COLA No. Cos.	GENERAL INCREASE/ COLA %	MERIT INCREASE No. Cos.	MERIT INCREASE %	TOTAL INCREASE No. Cos.	TOTAL INCREASE %	VARIABLE PAY No. Cos.	VARIABLE PAY %
Agriculture, Forestry, Fishing					*			
Oil & Gas Extraction	2	2.3	9	1.8	10	2.1	4	6.5
All Other Mining					*			
All Construction					*			
Food & Kindred Products	2	2.0	10	2.1	10	2.5	2	2.5
Paper & Allied Products	—	—	5	2.0	5	2.0	1	1.0
Printing and Publishing					*			
Chemicals & Allied Products	1	1.5	7	2.9	7	3.1	1	1.5
Drugs & Pharmaceuticals					*			
Petroleum & Coal Products					*			
Rubber & Misc. Plastic Products					*			
Primary Metals Industries					*			
Fabricated Metal Products					*			
Industrial Machinery & Equipment					*			
Electronic & Other Electrical	2	2.0	10	2.7	11	2.8	—	—
Transportation Equipment	3	1.3	6	2.4	6	3.0	1	1.0
Instruments & Related Products					*			
All Other Manufacturing	—	—	5	2.8	5	2.8	—	—
Transportation by Air					*			
Transportation Services					*			
Communications	1	2.0	13	2.4	13	2.6	7	7.5
Electric, Gas & Sanitary Services	2	2.2	13	1.8	13	2.2	3	3.9
All Other Transportation	1	2.5	5	2.4	6	2.4	—	—
Wholesale Trade–Durable Goods					*			
Wholesale Trade–Nondurable Goods	2	1.5	6	1.8	7	1.9	2	6.5
General Merchandise Stores					*			
Food Stores					*			
Apparel & Accessory Stores					*			
Eating & Drinking Places					*			
All Other Retail Trade	1	3.0	5	2.0	6	2.2	—	—
Depository Institutions	2	2.0	12	2.8	13	2.9	6	6.1
Nondepository Institutions	1	1.8	5	1.7	5	2.0	2	.1
Security & Commodity Brokers					*			
Insurance Carriers	2	2.0	13	1.5	14	1.7	4	3.9
Holding & Other Investment					*			
All Other Finance, Insur., Real Estate	—	—	5	2.2	5	2.2	—	—
Hotels & Other Lodging Places					*			
Business Services	2	2.5	7	2.6	8	2.9	5	5.2
Health Services	2	1.0	5	1.6	7	1.4	2	2.5
Educational Services	2	1.0	7	.9	8	1.0	—	—
Membership Organizations					*			
Engineering, Research & Accounting					*			
All Other Services					*			
Executive, Legislative, General Govt.	10	.2	13	.4	21	.3	1	—
All Other Public Administration	—	—	—	—	—	—	—	—
All Other	2	1.5	4	2.0	6	1.8	1	15.0
TOTAL CANADIAN FIRMS**	53	1.5	208	2.0	237	2.1	48	5.3

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Canada

Officer & Executive Level

INDUSTRY	1994 Actual Increases: GENERAL INCREASE/ COLA No. Cos.	%	MERIT INCREASE No. Cos.	%	TOTAL INCREASE No. Cos.	%	VARIABLE PAY No. Cos.	%	1995 Projected Increases: GENERAL INCREASE/ COLA No. Cos.	%	MERIT INCREASE No. Cos.	%	TOTAL INCREASE No. Cos.	%	VARIABLE PAY No. Cos.	%
Agriculture, Forestry, Fishing	2	2.0	4	1.4	5	1.9	1	2.0					*			
Oil & Gas Extraction	2	2.5	11	2.4	12	2.6	6	12.5	1	3.5	8	1.9	9	2.1	5	13.0
All Other Mining					*								*			
All Construction					*								*			
Food & Kindred Products	2	2.3	9	2.1	9	2.6	1	17.5	2	2.0	9	2.3	9	2.7	1	2.0
Paper & Allied Products	1	2.0	6	2.5	7	2.5	2	3.8	—	—	5	2.5	5	2.5	—	—
Printing and Publishing					*								*			
Chemicals & Allied Products	1	1.5	10	2.5	10	2.7	1	3.5	1	1.5	6	2.8	6	3.1	1	1.5
Drugs & Pharmaceuticals					*								*			
Petroleum & Coal Products					*								*			
Rubber & Misc. Plastic Products					*								*			
Primary Metals Industries					*								*			
Fabricated Metal Products					*								*			
Industrial Machinery & Equipment					*								*			
Electronic & Other Electrical	2	2.3	12	2.2	13	2.4	—	—	2	2.0	9	2.7	10	2.9	1	5.0
Transportation Equipment	3	1.5	5	2.5	5	3.4	1	1.0	3	1.3	5	2.4	5	3.1	1	1.0
Instruments & Related Products					*								*			
All Other Manufacturing	1	2.2	5	3.0	6	2.8	1	25.0					*			
Transportation by Air					*								*			
Transportation Services					*								*			
Communications	1	3.7	9	2.1	10	2.2	9	13.3	—	—	8	1.7	8	1.7	5	20.1
Electric, Gas & Sanitary Services	2	1.2	12	1.7	12	1.9	3	7.9	2	2.2	10	1.8	10	2.2	3	8.5
All Other Transportation	—	—	6	1.9	8	1.4	—	—	1	2.5	5	2.3	6	2.3	—	—
Wholesale Trade–Durable Goods					*								*			
Wholesale Trade–Nondurable Goods	3	1.5	7	2.0	8	2.3	2	4.1	2	1.5	6	1.8	7	1.9	2	6.5
General Merchandise Stores					*								*			
Food Stores					*								*			
Apparel & Accessory Stores					*								*			
Eating & Drinking Places					*								*			
All Other Retail Trade	2	2.5	4	1.6	6	1.9	—	—	1	3.0	4	1.8	5	2.0	—	—
Depository Institutions	3	2.7	12	3.0	15	2.9	5	12.0	2	2.0	10	3.0	12	2.9	4	13.8
Nondepository Institutions	2	1.9	5	2.2	6	2.4	2	.1					*			
Security & Commodity Brokers					*								*			
Insurance Carriers	3	2.2	18	2.3	19	2.5	4	16.8	1	2.0	11	1.7	12	1.7	2	11.6
Holding & Other Investment					*								*			
All Other Finance, Insur., Real Estate					*								*			
Hotels & Other Lodging Places					*								*			
Business Services	—	—	8	3.8	8	3.8	4	7.5	1	5.0	7	3.0	7	3.7	4	7.5
Health Services	—	—	4	1.1	7	.6	1	8.0	2	1.0	4	1.0	6	1.0	2	4.5
Educational Services	2	.5	6	.7	7	.7	—	—	2	1.0	7	.8	8	.9	—	—
Membership Organizations					*								*			
Engineering, Research & Accounting					*								*			
All Other Services					*								*			
Executive, Legislative, General Govt.	—	—	12	.5	20	.3	1	—	10	.2	12	.5	20	.4	—	—
All Other Public Administration	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
All Other	2	1.5	5	2.0	7	1.8	2	20.0	2	1.5	4	2.0	6	1.8	1	20.0
TOTAL CANADIAN FIRMS**	61	1.4	212	2.1	249	2.1	54	10.4	48	1.5	181	2.0	210	2.0	40	10.4

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Canada

Salary Structure Adjustments

1994 Actual Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	5	1.3	5	1.0	5	.7
Oil & Gas Extraction	12	.4	12	.4	10	.5
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	9	1.9	10	1.9	8	1.3
Paper & Allied Products	6	2.3	7	1.9	6	1.8
Printing and Publishing	*		*		*	
Chemicals & Allied Products	11	1.3	11	1.3	9	1.1
Drugs & Pharmaceuticals	*		*		*	
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	*		*		*	
Primary Metals Industries	*		*		*	
Fabricated Metal Products	*		*		*	
Industrial Machinery & Equipment	5	.2	5	.2	—	—
Electronic & Other Electrical	13	1.5	13	1.6	11	1.7
Transportation Equipment	6	2.9	6	2.5	5	3.0
Instruments & Related Products	*		*		*	
All Other Manufacturing	7	1.9	7	1.9	6	1.6
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	15	1.3	15	.8	9	.4
Electric, Gas & Sanitary Services	12	1.4	13	1.1	10	.9
All Other Transportation	—	—	—	—	—	—
Wholesale Trade–Durable Goods	6	1.3	6	1.3	4	1.1
Wholesale Trade–Nondurable Goods	7	1.1	8	1.0	8	1.0
General Merchandise Stores	*		*		*	
Food Stores	*		*		*	
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	*		*		*	
All Other Retail Trade	6	.2	6	.2	5	.2
Depository Institutions	19	1.0	19	.7	19	.7
Nondepository Institutions	7	.1	7	.1	6	.2
Security & Commodity Brokers	*		*		*	
Insurance Carriers	22	.7	23	.8	19	.7
Holding & Other Investment	*		*		*	
All Other Finance, Insur., Real Estate	*		*		*	
Hotels & Other Lodging Places	*		*		*	
Business Services	7	1.1	7	1.1	6	1.1
Health Services	6	.7	6	1.0	5	.4
Educational Services	—	—	5	.2	4	.3
Membership Organizations	*		*		*	
Engineering, Research & Accounting	5	.3	4	.4	—	—
All Other Services	*		*		*	
Executive, Legislative, General Govt.	20	.3	20	.3	19	.3
All Other Public Administration	—	—	—	—	—	—
All Other	6	1.1	7	.8	7	.8
TOTAL CANADIAN FIRMS**	266	1.0	272	.9	231	.8

1995 Projected Increases

INDUSTRY	NON-EXEMPT No. Cos.	NON-EXEMPT %	EXEMPT No. Cos.	EXEMPT %	OFFICERS/ EXECUTIVES No. Cos.	OFFICERS/ EXECUTIVES %
Agriculture, Forestry, Fishing	*		*		*	
Oil & Gas Extraction	9	1.1	9	1.1	8	.8
All Other Mining	*		*		*	
All Construction	*		*		*	
Food & Kindred Products	10	1.8	10	1.8	8	1.8
Paper & Allied Products	5	2.3	6	2.1	6	2.1
Printing and Publishing	*		*		*	
Chemicals & Allied Products	7	1.9	7	1.9	6	1.8
Drugs & Pharmaceuticals	*		*		*	
Petroleum & Coal Products	*		*		*	
Rubber & Misc. Plastic Products	*		*		*	
Primary Metals Industries	*		*		*	
Fabricated Metal Products	*		*		*	
Industrial Machinery & Equipment	*		*		*	
Electronic & Other Electrical	11	1.5	11	1.9	9	1.8
Transportation Equipment	6	2.2	6	2.3	5	2.4
Instruments & Related Products	*		*		*	
All Other Manufacturing	*		*		*	
Transportation by Air	*		*		*	
Transportation Services	*		*		*	
Communications	12	1.5	13	1.0	8	.6
Electric, Gas & Sanitary Services	10	.8	12	.7	8	.6
All Other Transportation	*		*		*	
Wholesale Trade–Durable Goods	*		*		*	
Wholesale Trade–Nondurable Goods	5	1.0	6	.8	6	.8
General Merchandise Stores	*		*		*	
Food Stores	*		*		*	
Apparel & Accessory Stores	*		*		*	
Eating & Drinking Places	*		*		*	
All Other Retail Trade	*		*		*	
Depository Institutions	12	1.4	12	1.3	12	1.3
Nondepository Institutions	5	.2	5	.2	5	.2
Security & Commodity Brokers	*		*		*	
Insurance Carriers	15	1.0	15	.9	11	.8
Holding & Other Investment	*		*		*	
All Other Finance, Insur., Real Estate	*		*		*	
Hotels & Other Lodging Places	*		*		*	
Business Services	7	1.3	7	1.3	6	1.3
Health Services	5	1.1	5	1.1	5	1.1
Educational Services	*		*		*	
Membership Organizations	*		*		*	
Engineering, Research & Accounting	5	.6	4	.8	3	.7
All Other Services	*		*		*	
Executive, Legislative, General Govt.	20	.2	20	.2	20	.2
All Other Public Administration	—	—	—	—	—	—
All Other	5	1.1	6	.8	6	.8
TOTAL CANADIAN FIRMS**	213	1.2	220	1.1	189	1.0

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Total Promotional Increases for 1994 – U.S.

As a Percent of TOTAL BASE SALARIES

	NATIONAL		EASTERN		CENTRAL		SOUTHERN		WESTERN		CANADIAN	
INDUSTRY	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	6	.8	1	1.0	3	.8	1	.5	1	.6	—	—
Oil & Gas Extraction	5	.6	—	—	—	—	4	.6	1	.5	5	.6
All Other Mining	—	—	—	—	—	—	—	—	—	—	1	1.9
All Construction	2	1.2	1	2.0	—	—	—	—	1	.4	—	—
Food & Kindred Products	11	.7	6	.6	3	.7	—	—	2	1.3	—	—
Paper & Allied Products	1	.6	—	—	—	—	1	.6	—	—	—	—
Printing and Publishing	5	1.0	3	.8	2	1.3	—	—	—	—	—	—
Chemicals & Allied Products	32	.8	13	.8	10	1.0	7	.6	2	.5	1	2.0
Drugs & Pharmaceuticals	17	.9	8	.9	3	.8	3	.6	3	1.3	—	—
Petroleum & Coal Products	5	.7	1	.5	—	—	3	.8	1	.5	—	—
Rubber & Misc. Plastic Products	6	.8	4	.8	1	1.0	1	.5	—	—	—	—
Primary Metals Industries	1	.7	1	.7	—	—	—	—	—	—	—	—
Fabricated Metal Products	4	.9	—	—	2	1.3	—	—	2	.5	—	—
Industrial Machinery & Equipment	23	.6	10	.6	3	.4	2	1.1	8	.6	1	1.0
Electronic & Other Electrical	73	.6	16	.5	13	.7	17	.7	27	.7	2	.8
Transportation Equipment	21	.6	4	.5	7	.7	2	.5	8	.5	—	—
Instruments & Related Products	27	.7	6	.6	7	.7	4	1.0	10	.7	—	—
All Other Manufacturing	19	.7	9	.7	5	.8	1	.2	4	.8	1	.1
Transportation by Air	—	—	—	—	—	—	—	—	—	—	—	—
Transportation Services	1	1.0	1	1.0	—	—	—	—	—	—	—	—
Communications	5	.9	2	1.3	—	—	1	.2	2	.9	1	1.0
Electric, Gas & Sanitary Services	18	.7	4	.5	2	1.0	10	.7	2	.8	—	—
All Other Transportation	3	1.1	1	1.5	1	1.5	1	.3	—	—	3	.5
Wholesale Trade–Durable Goods	8	.6	4	.5	—	—	1	.5	3	.6	1	.1
Wholesale Trade–Nondurable Goods	7	.7	3	.8	2	.5	1	1.0	1	.5	2	.7
General Merchandise Stores	1	1.0	—	—	1	1.0	—	—	—	—	—	—
Food Stores	—	—	—	—	—	—	—	—	—	—	1	2.0
Apparel & Accessory Stores	2	.7	1	1.0	—	—	—	—	1	.4	—	—
Eating & Drinking Places	1	2.0	—	—	1	2.0	—	—	—	—	—	—
All Other Retail Trade	2	.5	—	—	1	.7	—	—	1	.2	—	—
Depository Institutions	54	1.0	19	1.0	17	1.1	10	.7	8	1.0	3	.9
Nondepository Institutions	6	.7	2	.6	2	.7	—	—	2	.9	—	—
Security & Commodity Brokers	7	1.0	6	.9	1	1.6	—	—	—	—	1	.4
Insurance Carriers	44	.9	27	.8	13	1.0	1	1.0	3	1.2	2	.6
Holding & Other Investment	4	.6	2	.7	1	.5	1	.5	—	—	—	—
All Other Finance, Insur., Real Estate	2	1.0	—	—	2	1.0	—	—	—	—	—	—
Hotels & Other Lodging Places	—	—	—	—	—	—	—	—	—	—	—	—
Business Services	34	9	16	.9	5	.5	3	.8	10	.9	1	.5
Health Services	16	.6	4	.4	4	.9	1	.5	7	.6	1	1.0
Educational Services	6	.2	2	.3	1	.1	1	.2	2	.3	—	—
Membership Organizations	2	1.0	2	1.0	—	—	—	—	—	—	—	—
Engineering, Research & Accounting	34	.8	13	.7	6	.7	2	1.3	13	.8	—	—
All Other Services	8	.7	3	.7	1	1.0	1	.5	3	.7	1	1.0
Executive, Legislative, General Govt.	3	.8	—	—	—	—	2	.8	1	1.0	4	.8
All Other Public Administration	5	.8	2	.7	2	.4	1	2.0	—	—	—	—
All Other	25	.7	5	.7	—	—	8	.5	12	.8	—	—
TOTAL U.S. FIRMS**	556	.8	202	.8	122	.9	91	.7	141	.7	32	.8

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

Total Promotional Increases for 1994 – U.S.

As a Percent of TOTAL EMPLOYEE POPULATION

INDUSTRY	NATIONAL		EASTERN		CENTRAL		SOUTHERN		WESTERN		CANADIAN	
	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%	No. Cos.	%
Agriculture, Forestry, Fishing	6	9.3	1	1.0	3	13.7	1	7.0	1	7.0	—	—
Oil & Gas Extraction	6	3.6	—	—	—	—	5	1.9	1	12.0	5	9.3
All Other Mining	—	—	—	—	—	—	—	—	—	—	1	17.0
All Construction	3	9.3	1	20.0	—	—	—	—	1	8.0	—	—
Food & Kindred Products	11	6.5	4	11.0	4	1.3	—	—	3	7.7	—	—
Paper & Allied Products	2	10.0	—	—	—	—	2	10.0	—	—	—	—
Printing and Publishing	4	10.1	2	12.2	2	8.0	—	—	—	—	—	—
Chemicals & Allied Products	25	9.4	13	8.9	7	12.1	5	7.0	—	—	1	10.0
Drugs & Pharmaceuticals	14	12.0	5	7.3	2	20.5	3	6.8	4	17.5	—	—
Petroleum & Coal Products	4	6.0	—	—	—	—	3	7.4	1	2.0	—	—
Rubber & Misc. Plastic Products	5	7.7	3	10.3	1	.6	1	7.0	—	—	—	—
Primary Metals Industries	3	3.3	1	10.0	2	—	—	—	—	—	—	—
Fabricated Metal Products	10	4.8	—	—	5	5.2	—	—	2	10.8	—	—
Industrial Machinery & Equipment	22	8.2	9	9.6	4	3.3	2	13.5	7	7.7	—	—
Electronic & Other Electrical	69	7.6	17	6.9	15	5.2	13	12.0	24	7.1	2	9.0
Transportation Equipment	19	6.6	4	8.5	4	5.2	3	4.3	8	7.1	—	—
Instruments & Related Products	23	6.6	6	3.8	5	5.7	5	11.3	7	6.1	—	—
All Other Manufacturing	16	6.2	7	5.0	5	9.7	1	5.0	3	3.5	1	15.0
Transportation by Air	—	—	—	—	—	—	—	—	—	—	—	—
Transportation Services	1	1.0	1	1.0	—	—	—	—	—	—	—	—
Communications	5	10.7	2	12.5	—	—	1	12.5	2	8.0	3	.7
Electric, Gas & Sanitary Services	19	6.3	3	8.7	4	5.5	9	6.6	3	4.0	—	—
All Other Transportation	4	3.5	1	10.0	—	—	2	2.0	—	—	4	.5
Wholesale Trade–Durable Goods	9	7.5	4	10.7	—	—	2	5.0	3	5.0	1	3.0
Wholesale Trade–Nondurable Goods	7	7.0	3	3.3	2	8.4	1	20.0	1	2.0	1	8.0
General Merchandise Stores	2	7.5	—	—	1	15.0	—	—	—	—	—	—
Food Stores	—	—	—	—	—	—	—	—	—	—	—	—
Apparel & Accessory Stores	2	5.9	1	5.0	—	—	—	—	1	6.7	—	—
Eating & Drinking Places	1	15.0	—	—	1	15.0	—	—	—	—	—	—
All Other Retail Trade	3	5.0	—	—	1	8.0	—	—	1	7.0	—	—
Depository Institutions	44	10.6	14	11.0	17	10.5	6	9.7	7	11.0	3	9.9
Nondepository Institutions	7	9.1	3	11.2	2	8.5	—	—	2	6.6	—	—
Security & Commodity Brokers	5	8.0	4	6.8	1	13.0	—	—	—	—	1	4.0
Insurance Carriers	36	11.9	18	13.2	13	12.7	2	5.0	3	5.0	3	2.8
Holding & Other Investment	4	18.3	2	14.0	1	30.0	1	15.0	—	—	—	—
All Other Finance, Insur., Real Estate	2	5.0	—	—	1	10.0	—	—	—	—	—	—
Hotels & Other Lodging Places	—	—	—	—	—	—	—	—	—	—	—	—
Business Services	33	9.0	15	10.7	6	6.8	2	7.5	10	8.2	1	10.0
Health Services	17	3.9	3	4.0	5	5.9	2	5.0	7	2.1	1	10.0
Educational Services	6	3.1	2	5.0	1	1.0	1	4.0	2	1.7	—	—
Membership Organizations	2	10.0	1	20.0	—	—	—	—	—	—	—	—
Engineering, Research & Accounting	28	8.2	10	10.3	7	5.9	1	7.0	10	7.8	—	—
All Other Services	8	7.0	3	6.7	1	3.0	1	8.0	3	8.3	1	5.0
Executive, Legislative, General Govt.	3	1.7	—	—	—	—	2	2.5	—	—	3	5.3
All Other Public Administration	6	6.4	2	9.3	2	9.0	1	2.0	—	—	—	—
All Other	25	9.0	6	.8	—	—	8	8.6	10	15.2	—	—
TOTAL U.S. FIRMS**	522	9.8	176	9.9	128	10.8	89	9.6	129	9.0	33	6.7

* Fewer than five survey respondents

** Total line reflects all data submitted

Supplemental reports available – see page 55

COMPANY LISTING

NOTE: A numerical code preceding the name of an organization indicates authorization to use the organization's data in confidential, supplemental group reports. (See page 55 for more information.)

U.S. Firms

Agriculture, Forestry, Fishing

3737 Agway Inc
1978 Ball Seed Co
3268 Basic Vegetable Products CP
463 Blue Diamond Growers
1269 Ciba Geigy Corp
1877 Continental Grain Co
493 De Kalb Genetics Corp
2361 Pioneer Hi-Bred International Inc
701 Rocco Farm Foods
2039 Scotts Co, The
2699 Southwest National Bank of PA
2084 Westinghouse Electric Corp
Weyerhaeuser Co

Oil & Gas Extraction

1954 American Trading & Prod Corp
1712 Anadarko Petroleum Corp
79 Apache Corp
Aramco Services Co
864 Arco International Oil & Gas Co
2 Bechtel Petroleum Operations Inc
2263 Chevron Corp
186 Columbia Natural Resources Inc
2437 Conoco Inc
1967 Elf Exploration Inc
Kerr-McGee Corp
2356 Maxus Energy Corp
2468 Meridian Oil Inc
2139 Mobil Oil Corp
2478 Northwest Pipeline Corp
1687 Production Operators Inc
1606 Reading & Bates Corp
506 Seagull Energy Corp
3210 Sonat Exploration Co
431 Texaco Inc
2109 Union Texas Petroleum
Vastar Resources Inc
915 Western Co of NA, The

All Other Mining

2711 Arco Coal Co
2438 CF Industries
Cogema Resources Inc
3170 Drummond Co Inc
2106 Entech Inc
135 Kennecott Corp
Martin Marietta Corp
3088 Peabody Holding Co Inc
1147 Peabody Western Coal Co
1462 Pennsylvania Mines Corp
Phelps Dodge Corp
2590 Rogers Group Inc
US Borax Inc

All Construction

1842 Brown & Root Inc
596 Bryant Universal
2885 Canonie Environmental
435 Dillingham Construction Holdings Inc
3650 HB Zachry
3712 Irex Corp
2529 Jim Walter Corp
1765 NVR Inc
48 Nicholson Construction
2212 Opus Corp
1888 Southwest Construction Material & Service
616 Turner Corp, The
1155 UDC Homes Inc
1453 UTILX Corp

Food & Kindred Products

3123 Alpo Petfoods Inc
American Italian Pasta Co
817 Anheuser-Busch Companies Inc
Archer Daniels Midland Co
1389 Armour Swift Eckrich
1319 Bama Pie Ltd
381 Basic American Foods
1353 Brooks Beverage Management Inc
679 Bryan Foods Inc
364 CPC International Inc
628 Cadbury Schweppes Inc
950 Campbell Taggart Inc
2090 Cargill Inc
2222 Central Soya Co Inc
3031 Coca-Cola Co, The
1479 Coca-Cola Consolidated
200 Coca-Cola Foods
1084 Comstock Michigan Fruit Div
2512 ConAgra Inc
1861 Del Monte Foods
1229 Dial Corp, The
Domino Sugar Corp
1801 Dr Pepper/Seven-Up Corp
3036 EJ Brach Corp
Edwards Baking Co
3033 Fast Food Merchandisers Inc
2669 Frito-Lay
3178 Gerber Products Co
1508 Gold Kist Inc
603 Griffith Labs USA
1756 HJ Heinz
1537 HP Hood Inc
470 Hershey Foods Corp
2246 Heublein Inc
1309 Hormel Foods Corp
1104 Hunt Wesson Inc
331 Iams Co, The
JR Simplot Co
3183 Jerome Foods Inc
1865 Jim Bean Brands Co
740 John Morrell & Co
2910 Keebler Co
732 Kellogg Co
1099 Kemps Foods Inc
Keystone Foods Corp
Knott's Berry Farm
Kraft General Foods Inc-IL
2201 Kraft General Foods Inc-PA
Lever Brothers Co
3652 Martha White Foods
973 Mc Cormick & Co Inc
3689 Miller Brewing Co
Moorman Manufacturing Co
60 Nabisco Foods Group
1224 Nature's Sunshine Products
2331 Nestle Beverage Co
278 Nestle USA Inc
1262 Nutra Sweet Co, The
1704 Ocean Spray Cranberries Inc
Peer Foods Products
3745 Pepsi Cola Co
3697 Perdue Farms Inc
951 Pet Inc
2043 RJR Nabisco Inc
Race Street Fish & Poultry
2915 Ralston Purina Co
676 Refined Sugars Inc
Rich Products Corp-MA
2165 Rich Products Corp-NY
2601 Riviana Foods Inc
1618 Schreiber Foods Inc
2425 Sky Chefs Inc
1273 Stouffer Foods Corp
683 Stroh Brewery Co
Sunshine Biscuits Inc
Tastemaker
2901 Tetley Inc
3718 Tree Top Inc
213 Tropicana Products Inc
2553 Tyson Foods Inc
3762 Universal Foods Corp
154 Van Melle USA
642 Van den Bergh Foods Co
3261 Viskase Corp
1011 Wm Wrigley Jr Co

Paper & Allied Products

2064 Armtec Defense Products
366 Bell Packaging Corp
Caraustar Industries Inc
206 Champion International Corp
1238 Consolidated Papers Inc
450 Georgia-Pacific Corp
703 International Paper Co
3731 Keyes Fibre Co
178 Little Rapids Corp
1597 Mead Corp
2012 Menasha Corp
412 Packaging Corp of America
3600 Riverwood International Paperboard Div
3604 Riverwood International Pkg Opr
Sealright Co Inc
1547 Snyder Packaging
260 Sonoco Products Co
1082 Timemed Labeling Systems Inc
2313 Union Camp Corp
899 Westvaco Corp

Printing & Publishing

2000 AM International Inc
1541 Addison Wesley Publishing Co
2256 Asbury Park Press Inc
488 Avery Dennison Corp
977 Baltimore Sun, The
2336 Baptist Sunday School Board
Book of the Month Club Inc
1725 Bureau Of National Affairs Inc
2045 Century Marketing Corp
2341 Chemical Abstracts Service
2317 Columbus Dispatch, The
1245 Commerce Clearing House Inc
856 Culpepper & Associates Inc
946 Current Inc
1100 Dallas Morning News, The
2996 Data Documents
2181 Datastorm Technologies
1475 David C Cook Publishing Co
103 Deluxe Corp
3039 Design Fabricated Parts Inc
2609 Doubleday Book & Music Clubs Inc
339 Gibson Greetings Inc
1570 Hallmark Cards Inc
404 Harcourt General Inc
1357 Houghton Mifflin Co
1499 Houston Chronicle, The
2693 Humboldt Group
2390 Institute for Scientific Info
868 International Data Group
1431 Intertec Publishing
2700 JJ Keller & Associates Inc
3666 John Wiley & Sons Inc
861 Keith Clark Co
1573 Knight Ridder Inc
996 Mead Data Central

2020 Meredith Corp
2161 Monarch Marking
1178 Moore Business Forms
2026 Mosby Publishing
1364 Motorbooks International
2154 Napp Systems Inc
New York Times Co, The
641 Newsday
2926 OSP Publishing Inc
Outreach Publications Inc
3696 Port City Press
RL Polk & Co
1783 Random House Inc
296 Recycled Paper Greetings Inc
1812 Reed Travel Group
1181 Ringier America Inc
406 Safeguard Business Systems Inc
1347 Scholastic Inc
495 Screen Graphics Inc
3645 Seattle Times, The
379 Sentinel Communications Co
784 Southwestern Bell Printing Co
527 Southwestern Bell Yellow Pages
3212 Star Tribune Newspaper
Taunton Press, The
2761 Times Mirror Magazines
2297 Transkrit Corp
3087 Tribune Co
1851 University Microfilms Inc
2470 WH Brady Co
2103 Walsworth Publishing Co
640 Washburn Graphics
1622 Western Publishing Co Inc

Chemicals & Allied Products

Air Products & Chemicals Inc-LA
163 Air Products & Chemicals Inc-PA
295 Akzo Nobel Inc
975 Albemarle Corp
2140 Albright & Wilson Americas
3220 Arco Chemical Co
2040 Ashland Chemical Inc
2459 Avon Products Inc
1529 BASF Corp-NC
2265 BASF Corp-NJ
3599 BOC Group Inc
1117 Buffalo Color Corp
1652 CIBA Crop Protection
2027 Cabot Corp
189 Cambrex Corp
2766 Castrol North America
1294 ChemRex Inc
579 Ciba Corp
2619 Colgate-Palmolive
1263 Color Converting Industries
2674 Cosmair Inc
1691 Cryovac Division W R Grace and Co
483 DOW-UT Composite Products Inc
2803 Day-Glo Color Corp
862 Degussa Corp
2333 Dial Corp, The
124 Dow Corning Corp
Dyno Nobel Inc
417 El Du Pont de Nemours & Co Inc
2917 ELF Atochem North America Inc
Eastman Chemical Co
44 Envirite Corp
Estee Lauder Inc
2668 FMC Corp
902 Fina Oil & Chemical Co
1295 Fluorware Inc
3711 Genetics Institute
669 Gillette Co, The
1603 Glidden Co, The
2159 Graham Packaging Corp
3195 Great Lakes Chemical Corp
2183 HB Fuller Co
3053 Helene Curtis Inc
1977 Henkel Corp
471 Hercules Inc
1484 Hoechst Celanese Corp
227 ICI Americas-Concord Plaza
International Flavors & Fragrances Inc
2229 JR Simplot Co
2773 Kipp Group
2535 L&F Products
1873 Liquid Air Corp
2133 Lonza Inc
2413 Lord Corp
2395 Lubrizol Corp, The
Martin Marietta Utility Serv-KY
2902 Martin Marietta Utility Serv-OH
2958 Minerals Technologies Inc
2612 Monsanto Agricultural Co
509 Monsanto Co
2524 Morton International Inc
766 Nalco Chemical Co
1948 New Valley Corp
43 Novacor Chemicals Inc
3698 Nypro Inc
1605 Oakite Products Inc
481 Occidental Chemical Corp-FL
2682 Occidental Chemical Corp-TX
1772 Olin Corp
2417 PPG Industries Inc
923 Petrolite Corp
3241 Reinecke Associates
3606 Revlon Consumer Products Corp
1565 Rhone Poulenc AG Co
1847 Rhone Poulenc Inc
3723 Rohm & Haas Co
1355 Royal Lubricants Co Inc
793 SC Johnson & Son Inc
1131 SCM Chemicals
735 Sandoz Agro Inc
1829 Sandoz Chemicals Biotech
Sherwin-Williams Co, The
2030 Shipley Co, The
Siemens Power Corp
1053 Syntex Agribusiness Inc
83 Thiokol Corp
2393 Tremco Inc
2496 Vista Chemical Co
1989 WR Grace & Co-MA
1575 WR Grace & Co-MD
Watkins Inc
1786 Westinghouse Idaho Nuclear Co
2541 Witco Corp
652 Zeneca Inc
2233 Zeon Chemicals USA Inc

Drugs & Pharmaceuticals

750 Abbott Laboratories
1123 Alcon Laboratories Inc
1924 Allergan Inc
1028 Alpha Therapeutic Corp
Amgen Inc
1474 Berlex Laboratories Inc
3205 Boehringer Ingelheim Pharmaceuticals Inc
1106 Boots Pharmaceuticals Inc
2215 Bristol Myers Squibb Co
857 Burroughs Wellcome Co
1645 CIBA Consumer Pharmaceuticals
1777 Carter Wallace Inc
50 Ciba Corp
2919 Cima Labs Inc
3247 Connaught Laboratories Inc
909 Cortech
798 Cytogen Corp
653 DuPont Merck Pharm Co
1675 GD Searle & Co
2985 Genentech Inc
Geneva Pharmaceuticals
Genta Inc
Genzyme Corp
1528 Glaxo Inc
2753 Hoechst Celanese Corp
1770 Hybritech Inc
523 LTS Lohmann Therapy Systems Corp
3644 Liposome Technology Inc
1344 Marion Merrell Dow Inc
1649 Merck & Co
91 Organon Inc
Ortho Mc Neil Pharmaceutical Corp
Penederm Inc
2273 Pfizer Inc
1425 Pharmacia Adria-SP
2403 Purdue Frederick Co, The
45 Rhone Poulenc Rorer Inc
1569 Schein Pharmaceuticals
2860 Schering Plough Corp
2771 Schering Plough/Health Care Products Div
1206 Scios Nova Inc
1952 Serono Laboratories Inc
SmithKline Beecham Corp
2321 Solvay Pharmaceuticals
3678 Squibb Mfg Inc
1518 Sterling Winthrop Inc
993 Syntex Corp
3057 TheraTech Inc
UpJohn Co, The
2428 Vestar
1489 Warner Lambert Co
1889 Whitehall Robins
2471 Zeneca Pharmaceuticals Group

Petroleum & Coal Products

2938 Amoco Corp
268 Amoco Oil Co
953 BP Oil Co
2587 Bristol-Myers Squibb Co
394 Caltex Petroleum Corp
2838 CertainTeed Corp
1121 Crown Central Petroleum Corp
3246 Diamond Shamrock Inc
Exxon
851 Koppers Industries Inc
2840 Marathon Oil Co
1247 National Cooperative Refinery Association
1020 Occidental Petroleum Corp
780 Pennzoil Co
234 Reynolds Electrical & Engineering Co
342 Star Enterprise
1656 Sun Co Inc
1459 Tosco Corp
Tosco Refining Co
1482 Total Petroleum Inc
Uno-Ven Co
232 Unocal Corp
494 Valero Energy Corp

Rubber & Misc. Plastic Products

2874 Allsop Inc
243 Americhem Inc
2603 Ameripol Synpol Corp
1785 Bandag Inc
779 Bridgestone/Firestone Inc
169 Cooper Tire & Rubber Co
984 Copolymer Rubber & Chemical Corp
503 Filtertek Inc
3275 First Brands Corp
833 Foamex
259 Gates Rubber Co,The

335 Gencorp Automotive
1769 Goodyear Tire & Rubber Co
1883 JPS Elastomerics
2002 Lamson & Sessions Co
2414 Lord Corp
2923 Playtex Products Inc
1732 Reebok International Ltd
1429 Rubbermaid Inc
3265 Satellite Industries Inc
638 Silgan Plastics Corp
2547 Sola Optical USA Inc
341 Southern Optical
2802 Standard Products Co
966 Toray Plastics America Inc
1836 West Co, The

Primary Metals Industries

Acme Metals Inc
459 Alcan Aluminum Corp
Armco Inc
3112 Bethlehem Steel Corp
3610 Borg-Warner Corp
3708 Brush Wellman Inc
2464 California Steel Industries
994 Carpenter Technology Corp
2491 Cast-Fab Technology
21 Commonwealth Aluminum Corp
27 Contours Inc
1464 Copperweld Corp
197 Dennen Steel Corp
1640 Florida Steel Corp
2327 GH Hensley Industries Inc
2436 Haynes International Inc
Inco Alloys International Inc
1047 Inco Ltd
3733 Inland Steel Co
1794 Intermet Corp
1902 James R Glick & Associates Inc
2292 LTV Steel Co
National Forge/Front
1773 Olin Corp
1707 Plymouth Tube Co
2675 Rouge Steel Co
1002 Tosoh SMD Inc
1782 US Steel Group A Unit of USX

Fabricated Metal Products

307 AWH Corp
1638 Accuride International Inc
3685 Acme Cleveland Corp
2087 American National Can Co
1007 Asko Inc
2544 Babcock & Wilcox Co NNFD
1787 Babcock & Wilcox Idaho Inc
Barnes Group Inc
2132 Bekaert Corp
2481 Bernard Welding Equipment Co
Berwick Steel Co
687 Brenco Inc
1733 Budd Co, The
1574 Crosby Valve & Gage Co
90 Curtiss-Wright Corp
472 Deere & Co
261 Donaldson Co Inc
1101 Envirotech Pump Systems
633 Esab Group, The
1 Fairchild Fastner Division
162 Fisher Controls International Inc
Fluidmaster Inc
346 Garden Way Inc
3179 General Machine Products Co
958 General Products Corp
Handy & Harman
2922 Inter-City Products Corp
1258 Interlake Corp
2078 Johnson Controls Inc
519 Kennametal Inc
175 Kent-Moore Tool
794 Kohler Co
2270 LB Foster Co
2733 Lennox International Inc
3092 Lobdell Emery Manufacturing Co
159 Mc Dermott Inc
2380 Medalist Inc
429 Metal Container Corp
2586 Nashville Wire Products
692 Nordyne Inc
441 PMI Food Equipment Group
Parker Hannifin Corp-FL
684 Parker Hannifin Corp-OH
Rheem Manufacturing Co
3271 SPS Technologies Inc
3677 Sentry Group
542 Stanley Works,The
3166 TD Williamson Inc
236 Tomkins Ind
2311 Trumark Inc
1535 Unistrut
295 Wayne Dalton Corp
2073 White Cap Inc

Industrial Machinery & Equipment

3262 ABD Co
1613 AMSO North Carolina Inc
2467 AST Research Inc
574 Acer America
Amdahl Corp
405 Anacomp Inc
Appleton Papers Inc
2494 Applied Power Inc
557 Artisoft Inc
2720 BW/IP International Inc
Boise Cascade Corp
1312 Bull HN Information Systems Corp
Cambex Corp
73 Canon Virginia Inc
1957 Carrier Corp
1658 Caterpillar Inc
1578 Clark Equipment Co
671 ComputerVision Corp
1844 Daifuku USA Inc
587 Data General Corp
Data South Computer Corp
1890 DataCard Corp
3048 Dell Computer Corp
1166 Didde Web Press Corp
1901 Diebold Inc
1624 Digital Communications Associates Inc
1108 Digital Equipment Corp
2814 Dresser-Rand Co-PA
2573 E Systems Inc
174 EMC Corp
2532 Euclid Hitachi Heavy Equipment Inc
1071 Evans & Sutherland Computer Corp
2236 FMC Corp
2558 Ford New Holland Inc
1113 Fujitsu America Inc
2520 GE Industrial & Power Systems
888 Gannett Co Inc
529 Genicom Corp
156 Graco Inc
237 Hilti Inc
754 Hitachi Computer Products
3175 Hobart Brothers Co
Holliwb and Worth Saco Lowell Inc
3272 ITT Flygt Corp
2490 Ingersoll Rand Co
3260 Intermec Corp
1594 Iomega Corp
3690 JI Case Co
158 Johnson Yokogawa Corp
2293 Joy Technologies Inc
1015 Komag Inc
Kronos Inc
Kysor Industrial Corp
919 Le Blond Makino
3200 Lexmark International
1424 Link-Belt Construction Equip Co
1671 Linotype-Hell
1233 MRC Bearings-SKF Aerospace
1688 Mannesmann Tally Corp
2453 Maxtor Corp
601 Mc Graw-Hill Inc
467 Megatest Corp
1803 Melroe Co
3162 Motorola Computer Group
3225 NEC Technologies Inc
1945 Nash Engineering Co
2252 Navistar International Trans Corp
Norand Corp
662 Nordson Corp
Oil Dynamics Inc
708 Outboard Marine Corp
1471 Phoenix Tech Inc
1469 Pitney Bowes Inc Corporate
1036 Read Rite Corp
1244 Ricoh Corp-CA
74 Ricoh Corp-NJ
173 Riley Consolidated Inc
3601 Riverwood International Pkg Mach Div
741 Robbins & Myers Inc
742 Seagate Magnetics
2528 Seagate Technology Inc
1994 Siemens Nixdorf Information Systems
1866 Silicon Graphics
1242 Silicon Valley Group Inc
3046 Star Technologies
3208 Storage Technology Corp
3218 Stratus Computer Inc
2913 Sullair Corp
Sulzer Brothers Inc
2426 Sun Microsystems Inc
2423 Tandem Computers Inc
Twin Disc Inc
1266 Union Special Corp
3080 United Defense LP
860 Universal Instruments Corp
1834 VME Americas Inc
3096 Varitronic Systems Inc
1197 Ward Machinery Co, The
63 Xaloy Inc
2900 Xerox Corp/Corporate Strategic Services
1563 York International Corp

Electronic & Other Electrical

3083 3Com Corp
2094 ADC Telecommunications Inc
2817 AEL Industries Inc
650 AGR International Inc
611 ALPS Electric USA Inc
148 AMP Inc
AST Research Inc
1044 AT&T Paradyne Corp
Advance Transformer Co
2486 Advanced Power Technology
Advanced Technology Labs
1004 Aerospace Avionics Inc
2930 Alcatel Network Systems
113 Allen Bradley Co
606 Alliant Techsystems Inc
3008 AlliedSignal Aerospace Co
1833 Alpha Industries Inc
761 Altera Corp
American Greetings Corp
473 Amphenol

3255 Analog Devices Inc
Analogic
3226 Andrew Corp
2560 Apple Computer Inc
2830 Applied Magnetics Corp
2892 Augat Inc
3742 Bell & Howell Phillipsburg
177 Black & Decker Corp
1315 Boeing Defense & Space
2198 Bolt Beranek & Newman Inc
2319 Bose Corp
1956 Brooke Tree Corp
56 Bull HN Information Systems Corp
2754 COMPASS Design Automation
138 CTS Corp
755 CalComp Inc
2725 Cherry Electrical Products
222 Cirrus Logic Inc
1663 Cisco Systems Inc
746 Compression Labs Inc
839 Concurrent Computer Corp
3769 Conner Peripherals Inc
1495 Cray Research Inc
745 Creative Labs Inc
3165 Crown International
2375 Cubic Corp
499 Cummins Allison Corp
566 Dallas Semiconductor Corp
724 Data I/O Corp
145 Data Switch Corp
3196 Delco Electronics Corp
2970 Digital Sound Corp
906 E Systems Inc
360 E Systems Inc Garland Division
396 EF Johnson Co
2959 Ektron Applied Imaging Inc
954 Emerson Electric Co
1392 Encore Computer Corp
196 Epson Portland Inc
713 Ericsson Network Systems
Exabyte Corp
2812 Executone Information Systems
202 Formation Inc
2424 Fujitsu America Inc
2207 Fujitsu Microelectronics Inc
1081 General Aviation Avionics
1965 General Data Comm Industries Inc
General Instrument Corp
Genlyte Group Inc, The
263 Gould Inc
2071 Group Technologies Corp
2929 Gulton Data Systems Inc
283 Hadco Corp
1009 Hamilton Beach-Proctor Silex
1030 Harris Corp Electronic Systems Sector
Hayes Microcomputer Products Inc
2567 Hazeltine Corp
334 Hewlett Packard Co
1167 Hisonic Inc
2990 Hitachi Data Systems
625 Honeywell Corporate Offices
389 Honeywell Inc
2790 Hughes Aircraft Co
620 Hughes Lan Systems
1632 Hughes Network Systems
2116 IDEA Courier Inc
2925 ITT Avionics
1326 ITT Cannon
2857 ITT Gilfillan
194 Insilco Technologies Group
3089 Intecom Inc
Intel Corp
1670 Intermec Corp
1512 Itron Inc
1259 Janco Corp
2214 Johnson Controls Inc
1838 Keithley Instruments Inc
Koontz Wagner Electric Co Inc
2539 Kulicke & Soffa Industries Inc
1134 LSI Logic Corp Inc
2032 Laguna Industries Inc
1387 Lam Research Corp
2846 Litton Electron Devices
891 Litton Industries Inc
183 Litton Laser Systems
1208 Loral Defense Systems Arizona
1566 Loral Electronic Systems
677 Lutron Electronics Co Inc
2739 MEMC Electronic Materials Inc
Magnavox Electronic Systems Co-CA
2788 Magnavox Electronic Systems Co-IN
884 Martin Marietta Corp
Martin Marietta Energy Systems
Maytag
2176 Megatek
2622 Micom Communications Corp
2666 Micron Semiconductor Inc
Mitsubishi Semiconductor America
2406 Modicon Inc
2967 Moore Data Management Systems
1776 Motorola Codex Corp
2178 Motorola GSTG
2035 Motorola-AZ
1735 Motorola-IL
2067 Motorola-TX
1112 Mupac Corp
1314 NEC America Inc
1298 NEC Electronics Inc
2466 National Seminconductor Corp
1454 Network Equipment Technologies
136 Nippondenso Tennessee Inc
303 North American Philips Corp
1661 Northern Telecom Inc
497 Northrop Corp ESD
292 Oak Grigsby Inc
Ohio Brass
1177 Omron Electronics Inc
568 Onan Corp
1993 Packard Bell Electronics
221 Philips Electronics North America
2382 Philips Lighting Co
456 Philips Semiconductors
930 Philips Technologies
632 Physio Control Corp
208 Progressive Management Associates
2514 Racal-Datacom Inc
661 Ranco Inc
2369 Raychem Corp-CA
Raychem Corp-NC
855 Raytheon Co
1284 Ricoh Electronics Inc
2607 Rockwell International SSD
2277 Rockwell International-CA
821 Rockwell International-IA
2957 Rockwell International-TX
2312 Rolm A Siemens Co
Sanders Associates-A Lockheed Co
3189 Satellite Transmission Systems Inc
3158 Schlumberger Technologies
3081 Scientific-Atlanta Inc
3085 Sharp Electronics Corp
1907 Sheldahl Inc
1882 Siecor Corp
218 Siemens Corp
1700 Siemens Energy and Automation Inc
449 Siemens Industrial Automation
19 Siemens Stromberg Carlson
Sierra Semiconductor
2250 Silicon Systems Inc
2400 Siliconix Inc
685 Simplex Time Recorder Co
511 Smart Flex Systems
321 Spectra-Physics Laserplane Inc
775 Square D Co
98 Standard Microsystems Corp
2516 Stanford Telecommunication
2810 Sundstrand Data Control
Tekelec
2398 Telco Systems Fiber Optics Corp
2834 Telecommunications Techniques Corp
1896 Teledyne Electronic Systems
Telematics International Inc
52 Telenex Corp
344 Tellabs Operations Inc
3253 Teradyne Inc
1958 Texas Instruments Inc
2193 Thomson Consumer Electronics
Titan Linkabit
125 Toshiba America Electronic Components
2559 Toshiba America Information Systems
1711 Toshiba International Corp
Trimble Navigation
350 Tylan General
355 UDS Motorola
Ungermann-Bass Inc
2798 Unitrode Integrated Circuits
1598 VLSI Technology Inc
578 Verbatim Corp
2307 Watkins-Johnson Co-CA
2434 Watkins-Johnson Co-MD
645 Watlow Electric Mfg Co
1432 West Bend Co
752 Western Digital Corp
123 Westinghouse Electric Corp-FL
2982 Westinghouse Electric Corp-PA
2204 Whirlpool Corp
319 Whistler Corp
3277 Whittaker Electronics Systems-CA
1241 Xilinx Inc
1063 Zenith Data Systems Corp
3701 Zenith Electronics Corp

Transportation Equipment

2726 3M Corp-Compensation
1555 Aerojet
2142 AlliedSignal Aerospace Co
929 AlliedSignal Automotive
3765 Avondale Industries Inc
1138 BF Goodrich Co, The
BMW Manufacturing Corp
2190 BP Chemicals/Advanced Materials
Bath Iron Works Corp
2789 Beech Aircraft Corp
1060 Bell Helicopter Textron Inc
2483 Biosound Inc
Boeing Helicopters
992 Cessna Aircraft Co
2342 Chrysler Corp
3068 Dayton Parts
Diamond Star Motors
1817 Fleetguard Inc
249 Ford Electronics & Refrigeration
1871 Ford Motor Co
GKN Automotive Inc
1013 General Dynamics Convair Div
3128 General Dynamics Corp
1716 General Electric Co
704 Grimes Aerospace Co
629 Gunderson Inc
3199 Harley Davidson Inc
1016 Hasbro Inc
225 Hercules Aerospace Co
3629 Holiday Rambler LLC
1564 Holley Carburetor Division

3637 Hughes Missile Systems Co
753 ITT Automotive
1762 Keystone Industries
Lear Astronics Corp
1880 Lockheed Aircraft Service Co
698 Lockheed Corp
Lockheed Fort Worth Co
2701 Lockheed Missiles & Space Co
Loral Aeroneuteronics
2447 Martin Marietta Defense Systems
2492 Mc Donnell Douglas Corp
2113 Mc Donnell Douglas Helicopter Co
1097 Mc Gill Corp
255 Mimco Inc
2096 Modine Manufacturing Co
2895 Moog Inc
Motor Wheel Corp
180 Navcom Defense Electronics Inc
1209 Navistar International Trans Corp
Nepera Inc
1870 New Venture Gear Inc
3235 Nippondenso of Los Angeles Inc
813 Nissan North America Inc
3073 Northrop B2 Division
982 Northrop Corp
1986 Otis Elevator Co
2097 PL Porter Co
991 Paccar Inc
678 Parker Hannifin CSD
1610 Parker Hannifin Corp-CA
308 Parker Hannifin Corp-NY
2060 Precision Castparts Corp
1472 Prince Corp
Purolator Products Co
466 Reflectone Inc
802 Robert Bosch Corp
961 Rockwell International-CA
1275 Rockwell International-MI
Rockwell Space Systems Division
Rolls-Royce Inc
1201 Sequa Corp
443 Smiths Industrial
541 Stanadyne Automotive Corp
2015 Sundstrand Corp
2988 TRW Vehicle Safety Systems
3661 Textron Aerostructures
2584 Textron Inc
2136 Textron Marine Systems
2386 Toyota Industrial Equipment Mfg
2775 Toyota Motor Mfg
1544 Transportation Manufacturing Operations
United Technologies
681 United Technologies Automotive
2211 Varlen Corp
2772 WR Grace & Co
2819 Williams International

Instruments & Related Products

1810 Abbott Laboratories-IL
407 Abbott Laboratories-TX
1713 Acuson Corp
1502 Advanced Cardiovascular System
2343 Aesculap Instruments Corp
3653 American Medical Systems Inc
1928 American Meter Co
370 American Sterilizer Co Inc
3668 Amicom Inc
2563 Applied Materials Inc
3675 Bailey Controls Co
602 Bausch & Lomb Contact Lens Division
2484 Bausch & Lomb Eyewear Division
2698 Bausch & Lomb Inc
2191 Baxter Diagnostics
814 Baxter Health Care Corp
926 Beckman Industries Inc
3739 Becton Dickinson & Co
Bio Rad Laboratories Inc
580 BioMerieux Vitek Inc
2504 Boehringer Mannheim Corp
1438 CEM Corp
1074 CR Bard Inc
212 Cardiac Pacemakers Inc
1393 Ciba Corning Diagnostics Corp
905 Ciba Vision Corp
3132 Contraves Inc
1903 Convatec Bristol-Myers Squibb Co
812 Cordis Corp
377 Coulter Corp
3709 DVI Inc
1653 Datacolor International
1846 Datascope Corp
239 Dionex Corp
2953 Dynamic Instruments Inc
Eastman Kodak Co
537 Fisher Controls International Inc
1032 Fisons Instruments Inc
Fluke Corp
1311 Heart Technology Inc
Hewlett Packard Co-CA
2388 Hewlett Packard Co-MA
1461 Honeywell Commercial Aviation
312 Honeywell Inc-MN
2135 Honeywell Inc-NM
2052 Honeywell Satellite Systems
895 IMED Corp
936 Instrumentation Laboratory
440 Intermedics Orthopedics Inc
Invacare Corp
2328 JOBST
1858 Johnson & Johnson Professional Inc
1683 Johnson Controls Inc
2542 Johnson and Johnson
3173 Kendall Co, The
673 LTX Corp
1141 Life Scan Inc
1055 Linvatec Corp
Litton Aero Products
729 Litton Guidance & Control Sys
1921 Loral Command & Control Systems
1837 MTS Systems Corp
1220 Mallinckrodt Medical Inc
1170 Meadox Medicals Inc
468 Measurex Corp
1339 Merit Medical Systems
2324 Metrum Information Storage
2582 Millipore Corp
1788 Organon Teknika Corp
1500 Orthomet Inc
Pentax Precision Instrument Corp
146 Perkin-Elmer Corp
Perkin-Elmer/Applied Biosystems Division
2119 Pharmacia Deltec Inc
1676 Philips Medical Systems NA
3137 Polaroid Corp
1899 Puritan Bennett Corp-KS
501 Puritan-Bennett Corp-CA
2944 Ranir Corp
2522 Raytheon Co
2852 Rosemount Aerospace Inc
1426 Siemens Medical Systems Inc
3614 Smith & Nephew Richards Inc
1423 Spectra-Physics Lasers Inc
1365 St Jude Medical Inc
1832 Store Div of American Cyanamid Co
1527 Stryker Medical Corp
1072 TN Technologies Inc
1556 Target Therapeutics Inc
2366 Tektronix Inc
Tencor Instruments
1887 Textron HR Division
1395 Thermo Environmental Instruments Inc
Timox Corp
Toshiba America MRI Inc
970 Valleylab Inc
1513 Viva Scan Corp
2323 WL Gore & Associates Inc
Welch Allyn Inc
100 Wright Medical Technology Inc
1497 Zimmer Inc

All Other Manufacturing

2245 AT Cross
1305 AT&T Global Information Solutions
AVIA Group International
532 AW Chesterton Co
2182 Absorbent Cotton Co
Adams-Millis
97 American Brands Inc
1328 American Red Cross
2710 American Tobacco Co
American Woodmark Corp
1095 Andin Internatinal Inc
2508 Angelica Uniform Group
Applied Immune Sciences
3632 Aris Isotoner
2945 Armstrong World Industries Inc
378 Baker Knapp & Tubbs
1581 Ball Corp
2713 Ball Glass Packaging Corp
2526 Balston Inc
572 Belding Heminway Co Inc
26 Binney & Smith Inc
2751 Branson Ultrasonics Corp
3237 Burlington Industries Inc
455 CBR Cement Corp
2740 Carbo Ceramics Inc
Carbomedics Inc
2741 Carborundum Co
2796 Clintec Nutrition Co
1524 Clorox Co, The
2226 Coleman Co Inc, The
3148 Collins & Aikman Corp
2854 Coltec Industries Inc
ConvaTec Bristol-Meyers Squibb Co
464 Corning Inc
1568 Dassault Systems of America
2326 Dentsply International Inc
3091 Domtar Gypsum Inc
2049 DowBrands
485 Du Pont Merck Pharmaceutical Co
2304 Elcor Corp
2851 Eljer Industries Inc
357 Ertle Co, The
276 Fellowes Manufacturing
1380 Ferro Corp
Fieldcrest Cannon Inc
2017 Fisher-Price Inc
Gamestar Inc
3203 GenCorp Inc
2294 General Signal Corp
1396 Genesco Inc
1875 Gifford Hill American Inc
1908 Gilbarco Inc
2503 Gillette Co - Stationery Products Group, The
1592 Gillette-Andover Mfg Ctr
614 HMT Technology
HON Industries
Harriet & Henderson Yarns Inc
2115 Hartmarx Corp
Haworth Inc
1027 High Industries Inc
3630 Holiday Rambler LLC
2537 Hughes Network Systems

457 JBL Inc
3043 Jobst
1279 Johnson Controls Inc
2724 Joseph E Seagram & Sons Inc
765 K Products Inc
931 Kayser-Roth Corp
2249 Konica Imaging USA Inc
682 LG Balfour Co
2521 Lafarge Corp/Lafarge Canada Inc
3752 Lego Systems Inc
2783 Levi Strauss & Co
2692 Libbey Owens Ford Co
Lindberg & Associates
131 Liz Claiborne Inc
2856 Loews Corp
2405 Lone Star Industries Inc
1536 Loral Infrared & Imaging Systems
1111 Louis M Gerson Co
2134 Louisiana Land & Exploration Co, The
2893 Malden Mills Industries Inc
Mannington Mills Inc
717 Manville Corp
2978 Martin Marietta
2355 Martin Marietta Astronautics
2995 Maybelline Inc
1973 MediSense Inc
2042 Merle Norman Cosmetics
2844 Miles Inc
Mine Safety Appliances Co
1150 Monier Inc
1727 Morgan Products Ltd
1057 Myron Manufacturing Corp
1496 National Gypsum Co
1943 New Balance Athletic Shoe Inc
1388 Newell Co
607 NordicTrack
722 O'Sullivan Industries
1841 Optical Coating Laboratory Inc
Parker Brothers
502 Pendleton Woolen Mills
1591 Philip Morris International Inc
2722 Philip Morris Management Corp
1935 Phillip Morris USA
152 Pinole Point Steel Co
699 Procter & Gamble Co
3003 REDA
2986 RJ Reynolds Tobacco Co
2418 Ralph Wilson Plastics Co
3603 Riverwood International BD Div
3602 Riverwood International Wood Products Div
1758 Rogers Corp
SEH America Inc
Sara Lee Hosiery
2170 Sara Lee Knit Products
1006 Schlage Lock Co
1465 Schott Corp
164 Sealy Inc
2487 Siemens Medical Systems
223 Siltec Corp
18 Spartan Mills
2837 Springs Industries Inc
1128 Support Systems International Inc
332 Swift Textiles Inc
130 Sybron Corp
349 Talley Defense Systems
70 Temple Inland Forest Products
2667 Texas Industries Inc
3654 Textron Defense Systems
2295 Thermadyne Holdings Corp
240 Thomasville Furniture Ind Inc
912 Tietex Corp
96 UST Inc
2960 USX Corp
Universal Propulsion Co
3082 VF Corp
3174 Valeo Engine Cooling
2137 WEA Manufacturing Inc
1265 WMS Industries Inc
672 Wear Guard
Wellington Sears Co
Willamette Industries Inc
3130 Wrangler
23 Xomed Treace Inc
1054 YKK Corp

Transportation by Air

2589 Airborne Express
2865 DHL Airways
1058 Jet Aviation
1913 Natco
1964 Qantas Airways
294 Toro Co
1122 USAir Inc
2452 Valmont Industries Inc

Transportation Services

559 ABX Air Inc
972 CSX Corp
3618 Collette Tours
2290 Florida Regional Emergency Services Inc
1080 Harper Group, The
2157 Interstate Consolidation
2946 Loram
1714 Mayflower Contract Services
1329 Mileage Plus Inc
1923 North American Van Lines Inc
1413 Port Authority of New York & New Jersey
2082 SLS Inc
2735 Seko Air Freight Inc

Communications

3693 AG Communication Systems Corp
2066 AT&T
1534 Airtouch Communications
1022 Allnet Communication Services
2376 Alltel Corp
29 Ameritech Enhanced Business Services
1737 Ameritech Network Services
2205 Bell Atlantic Corp
2680 BellSouth Cellular Corp
BellSouth Corp
2928 Bellcore
2025 Bellsouth Telecomm
1318 Buford Television Inc
CBS Inc
705 CTEC Corp
422 Cellular One
64 Centex Telemanagement Inc
78 Century Telephone Enterprises
2353 Christian Broadcasting Network
1332 Cincinnati Bell Telephone Co
2972 Comcast Cable Communications Inc
2921 Continental Cablevision Inc
2195 Cox Cable Hampton Rd
Crestar Foods
2770 GTE Service Corp
157 GTE Telecommunications Products & Services
1808 GTE Telephone Operations Center
139 GTE Telephone Operations-FL
1418 Home Box Office
2955 Hughes Communications Inc
854 Intelsat
88 LCI International
418 Lincoln Telephone Co
1724 MCI Communications Comp
1797 Minnesota Public Radio
3129 NBC
2144 Nynex Corp
1492 Nynex Meridian Systems
3136 Pacific Bell
1214 Pacific Telecom Inc
1664 Paging Network Inc
QuickCall Corp
1299 Raynet Corp
3206 Reiss Media Enterprises Inc
299 Reuters America Inc
2271 Rochester Telephone Corp
1685 Southern New England Telephone
279 Southwestern Bell Corp
1087 Sprint United Telephone-MW
1360 Syncordia Corp
128 Telesis Enhanced Services
3722 Time Warner Cable
819 US West Inc
1689 US West NewVector Group
3715 Worldspan

Electric, Gas & Sanitary Services

2716 ARKLA Gas Co
Allegheny Power Service Corp
80 American Electric Power Service Corp
2907 Arizona Public Service
564 Arkansas Louisiana Gas Co
688 Associated Electric Cooperative Inc
667 Atlanta Gas Light Co
84 Atmos Energy Corp
1048 Attwoods Inc
2281 Baltimore Gas & Electric Co
2795 Basin Electric Power Cooperative
Bay State Gas Co
796 Board of Light & Power
3211 Boston Edison Co
414 Brooklyn Union Gas Co
Browning-Ferris Industries Inc
Brunswick Corp
3044 Burlington Electric Department
3623 CAE Link Corp
2085 CNG Transmission Corp
452 Cajun Electric Power Coop Inc
2862 Carolina Power & Light Co
1831 Centerior Energy Corp
2291 Central Illinois Light Co
1709 Central Vermont Public Service Corp
1375 Central Virginia Electric Cooperative
2225 Central and South West Services
3716 Cincinnati Gas & Electric Co
Colorado Interstate Gas Co
482 Columbia Gas Distribution Cos
1025 Columbia Gas System Service Corp
3161 Columbia Gas Transmission Corp
2712 Columbia Gulf Transmission Corp
674 Connecticut Natural Gas Corp
894 Consolidated Edison Co of NY
2940 Consumers Power Co
2372 Cooperative Power
2373 Cooperative Power-Coal Creek Station
3076 DELMARVA Power
Dairyland Power Cooperative
Dayton Power & Light Co
1199 Delores Water Conservancy Dist
1023 Destec Energy
3744 Detroit Edison Co
1410 Duke Power Co
East Ohio Gas Co
1205 Electric Co, The
660 Electric Power Board
1629 Elizabethtown Gas Co
3072 Enron Corp
903 Enserch Corp
2897 Entex
395 FSI International Inc

3724 Florida Power & Light Co
306 Florida Power Corp
2383 GPU Service Corp
126 Georgia Power Co
267 Grant County Public Utility Dist
Greenfield Environmental
3182 Gulf Power Co
1434 Hackensack Water Co
2703 Hawaiian Electric Co Inc
3164 Houston Lighting & Power Co
313 Indiana Gas Co Inc
1292 Indianapolis Power & Light Co
549 Iowa Illinois Gas & Electric Co
172 KN Energy Inc
1739 Kansas City Power & Light Co
1118 Kelsey-Hayes Co
1419 Las Vegas Valley Water District
2588 Lee County Electric Cooperative Inc
2446 Louisiana Gas Service Co
3098 MDU Resources Group Inc
1944 Memphis Light Gas & Water
Metro Waste Control Commission
Metropolitan Edison Co
1203 Metropolitan Utilities District
3233 Michigan Consolidated Gas Co
207 Mid-American Waste Systems Inc
1254 Midland Cogeneration Venture
627 Minnegasco
3207 Missouri Gas Energy
1897 Missouri Public Service
3657 Mountain Fuel Supply
1185 Natural Gas Pipeline Co
3710 New England Power Service Co
373 New York Power Authority
846 New York State Electric & Gas Corp
2235 Niagara Mohawk Power Corp
1417 Nipsco Industries Inc
3730 NorAm Gas Transmission
1468 Northeast Utilities Service Co
1891 Northern States Power Co
1673 Northwest Natural Gas Co
1799 Oglethorpe Power Corp
3667 Ohio Edison Co
1330 Orange County Sanitation Dist
822 Otter Tail Power Co
2062 PECO Energy Co
956 PSI Energy Inc
Pacific Gas & Electric Co
403 Pacific Power & Light
2209 Panhandle Eastern Corp
2122 Peoples Gas Light & Coke Co
369 Peoples Natural Gas Co, The
971 Public Service Co of Colorado
327 Public Service Co of New Mexico
3001 Public Service Electric & Gas Co
1938 Puget Sound Power & Light Co
3655 Questar Corp
3656 Questar Pipeline
3658 Questar Service
2164 Robert Bosch Corp
2994 Rochester Gas & Electric Corp
1345 Sacramento Municipal Utility
2117 Salt River Project
1289 Sam Houston Electric Coop Inc
1291 San Antonio Water System
2057 San Diego Gas & Electric Co
1323 Santee Cooper
2348 Snohomish County PUD #1
2298 South Carolina Electric & Gas
2774 Southern California Edison Co
3074 Southern California Gas Co
2024 Southern Co, The
1491 Southern Nuclear Operating Co
2755 Southwest Gas Corp
835 Southwestern Energy Co
2847 Tampa Electric Co
2077 Tenneco Gas Co
2261 Tennessee Valley Authority
2173 Texas-New Mexico Power Co
Thermal Energy Cooperative
3114 Transco Energy Co
2616 Tu Electric
316 UGI Corp
892 USPCI
1583 Union Electric Co
2086 United Cities Gas Co
3727 United Illuminating Co
1816 Virginia Power
1280 Wabash Valley Power Association Inc
1860 Wake Electric Membership Corp
1378 Washington Gas Light Co
1814 Washington Public Power Supply System
Washington Suburban Sanitary Commission
1641 Washington Water Power Co
770 West Penn Power Co
1149 Western Farmers Electric Cooperative
2768 Westplains Energy
2124 Williams Companies Inc, The
636 Wisconsin Electric Power Co
567 Wisconsin Power & Light Co
2534 Wolf Creek Nuclear Oper Corp

All Other Transportation

ANR Pipeline Co
2454 Allied Van Lines Inc
1525 American President Companies Ltd
3659 Arkansas Best Corp
1225 Boatman's Trust Co
2174 Burlington Northern Railroad
2829 CSX Transportation
1341 Central Freight Lines Inc
2831 Chicago & Northwestern Trans
651 DRegional Transit Authority
1163 Dallas Area Rapid Transit
1853 GTW Railroad
2848 Kwikset Corp
1428 Lash Marine Services Inc
1102 MTC
1348 Metropolitan Transit Authority-NY
1542 Metropolitan Transit Authority-TX
1628 Milwaukee Transport Services Inc
696 New Jersey Transit
551 New York City Transit Authority
1379 Norfolk Southern Corp
978 Oglebay Norton Co
399 Overnite Transportation Co
3160 Roadway Express Inc
2203 Ryder Automotive Operations
187 Santa Fe Railway Co
1630 Sea-Land Service Inc
451 TTX Co
Transtar Inc
3047 Union Pacific Corp
392 United Parcel Service
2809 Vendors Supply of America

Wholesale Trade – Durable Goods

1697 Avnet Inc
1972 Baker & Taylor Books
2272 Bearings Inc
1248 Camco Drilling Group
580 Dresser-Rand Co-NY
Excel Industries Inc
2216 FMC Ground Systems Division
402 GE Medical Systems
2564 General Electric Supply
1933 General Medical Corp
1805 Graybar Electric Co Inc
1514 Hitachi America Ltd
1052 Intelligent Electronics
3227 Isuzu Motors America Inc
2048 Lanier Worldwide Inc
3595 Matsushita Elect Corp America
3133 Mazda Motor of America Inc
3270 Mitsubishi Electronics America
1066 Mitsubishi Motor Sales America
421 Mustang Tractor & Equipment Co
1522 Nissan Motor Corp USA
2750 Pentax Corp
1634 Pitney Bowes Inc
2455 Porsche Cars North America Inc
2717 PrimeSource & Subsidiaries
RJ Carroll Co Inc
Rockwell International
834 Rollerblade Inc
675 Saab Aircraft of America Inc
376 Saab Cars USA Inc
1219 Seiko Corp of America
880 Seiko Instruments USA Inc
1278 Subaru of America Inc
2429 TEAC America Inc
1509 Tech Data Corp
2179 Toyota Motor Sales USA Inc
Tvesco Inc
184 Volvo Finance NA Inc
2787 Vulcan Materials Co
1800 WW Grainger Inc
7 Wetherill Associates Inc

Wholesale Trade – Nondurable Goods

2954 Aim International
67 Alex Lee
55 Andersons Management Corp
475 Aquarium Pharmaceuticals Inc
1710 Baroid Corp
2083 Ben Franklin Stores
3767 Bergen Brunswig Corp
859 Chattem Inc
561 Chesebrough-Ponds USA
2580 Cincinnati Cordage & Paper Co
585 Cole-Haan
1302 Continental Emsco Co
1274 Coors Brewing Co
2374 Curtin Matheson Scientific Inc
2870 Dixon Paper Co
952 Fleming Companies Inc
865 Fox Meyer Corp
116 Fuji Photo Film USA Inc
1249 GOJO Industries
1401 General Mills Inc
Growmark Inc
1186 Halston Borghese Inc
760 Hudson Respiratory Care Inc
2241 Kenner Products
Kraft Foodservice Inc
Leiner Health Products
Louis Dreyfus Corp
1981 Louis Dreyfus Energy Corp
1743 Mary Kay Cosmetics Inc
2866 Mc Kesson Corp
1096 Mitsui & Co USA Inc
1540 Moore Medical Corp
1308 Nash Finch Co
1636 National Media Corp
2306 Pillsbury
1863 Potlatch Corp
2280 Premier Industrial Corp
2128 ProSource Distribution Services
1451 Rank Video Services America
3041 Reckitt & Colman Inc
Sanofi Inc
1369 Schieffelin & Somerset Co
3104 Shaklee Corp
1334 Smith Container Corp

1811 SmithKline Beecham Animal Health
1867 Spartan Stores Inc
927 Sprint North Supply
1971 SuperValu Inc
3051 United Distillers
2440 VWR Scientific
2145 Van Waters & Rogers Inc
751 Wakefern Food Corp
1222 Wilshire Designs

General Merchandise Stores

Abraham & Straus/Jordan Marsh
2420 Bradlees
3707 Broadway Stores Inc
1750 Dayton Hudson Corp
2069 Dayton Hudson Department Store
2757 Dollar Genral Corp
3042 Federated Dept Stores Inc
547 Hills Department Stores
3734 Honey Baked Ham
3019 JC Penney Co Inc
2779 K Mart Corp
657 Lechmere Inc
Liberty House of Hawaii
May Department Stores Co
2286 Parisian Inc
590 Penn Daniels Inc
945 Rickel Home Centers
695 Service Merchandise Co Inc
867 Staples Inc
1766 Stein Mart Inc
554 Target Stores Inc
2240 Venture Stores Inc
1272 Waban Inc
2973 Williams-Sonoma Inc
656 Witmark Inc

Food Stores

1963 Albertsons Inc
582 American Stores Co
733 Circle K Corp
1110 Cumberland Farms Inc
2231 D&W Food Center
918 Edwards Super Food Stores
2694 Giant Food
1562 Golub Corp
1864 Grand Union Co
Great Atlantic & Pacific Tea Co
2121 HE Butt Grocery Co
2876 Jewel Food Stores
2826 Safeway Inc
356 Southland Corp, The
938 Stop & Shop Supermarket Co
1062 Supermarkets General Corp
40 Ukrop's Super Markets Inc
829 Vons Companies Inc, The
3228 Wegmans Food Markets Inc
Xtra Superfood Centers Inc

Apparel & Accessory Stores

2044 American Retail Group
2146 Bugle Boy Industries
444 C&J Clark America
987 Eddie Bauer
461 Edison Brothers Stores Inc
3607 Meldisco
226 Nordstrom Data Processing
1692 One Price Clothing Co
2672 Payless Shoe Source
1483 Pic N Pay Stores Inc
2806 TJX Companies Inc
2227 Talbots
3231 US Shoe Corp

Eating & Drinking Places

Black Eyed Pea Management Corp
3714 Carl Karcher Enterprises Inc
2009 Checkers Drive-In Restaurants Inc
Country Harvest Buffet Resaurants Inc
1152 Cracker Barrel Old Country Store
2832 Dunkin' Donuts Inc
2536 Foodmaker Inc
534 Friendly Ice Cream Corp
33 Hardee's Food Systems Inc
Kentucky Fried Chicken Corp
2477 Long John Silvers Inc
3642 Mc Donald's Corp
3619 Morrison Restaurants Inc
3259 Perkins Restaurants Operating Co
995 Pizza Hut Inc
298 Starbucks Coffee Co
3020 TGI Fridays
3014 Taco Bell Corp
2472 Wendy's International Inc
2189 White Castle System Inc

All Other Retail Trade

American Drug Stores
479 Avon Products Inc
3122 Best Buy Co Inc
3753 Blockbuster Entertainment Corp
Bradford Exchange,The
811 Builders Square Inc
CSI Group Inc
428 Chief Auto Parts Inc
2565 Christmas Tree Shops
728 Columbia House Co
1317 CompUSA
388 Consumer Value Stores
Cotter & Co
1304 DFS Group Ltd
553 Damark International
2063 Eckerd Corp
Egghead Software
3704 Empire Southwest
2445 Emro Marketing Co
2941 Fingerhut Corp
3679 Frank's Nursery & Crafts
1955 General Nutrition Inc
1686 Gestetner Corp
289 Good Guys, The
2888 Hechinger Co
1159 Industrial Bolt & Supply Inc
2605 Lands End Inc
3217 Longs Drug Stores
2345 Lowe's Companies Inc
132 Meijer Inc
3038 Mikasa
803 Musicland Group Inc, The
3729 Office Depot Inc
2506 Petco
112 Pier 1 Imports
192 Recreational Equipment Inc (REI)
252 Revco DS Inc
508 Rivertown Trading Co
2315 Robert Waxman Inc
109 Sally Beauty Co Inc
Scotty's Inc
3688 Sears Merchandise Group
2835 Tandy Corp
850 Thrift Drug Inc
944 Toys R Us Inc
3699 Volvo Cars of North America
2016 Waldenbooks
785 Walgreen Co
1447 West Marine
Wherehouse Entertainment Inc
1264 Wickes Lumber Co

Depository Institutions

3106 Advanta Corp
419 AmSouth Bank
2186 American Investment Bank
1620 American National Bank-FL
432 American National Bank-IL
3264 American Savings Bank
3691 American Savings of FL FSB
1813 Anchor Bankcorp
1947 Anchor Savings Bank
1371 Arab Banking Corp
1722 Astoria Federal Savings and Loan Association
870 Banc One Illinois Corp
1085 Banc One Wisconsin Corp
3009 Bank Atlantic
1255 Bank One
1444 Bank One Arizona
77 Bank One Cleveland NA
2501 Bank One Dayton
1174 Bank One Indianapolis
1806 Bank One Lexington
712 Bank One Rockford NA
1277 Bank One Texas
2334 Bank South Corp
Bank United of Texas FSB
1721 Bank of A Levy
1900 Bank of America
2408 Bank of Hawaii
2543 Bank of New York
1580 Bank of Tampa, The
1617 Barclays Services Corp
2828 Barnett Banks Inc
BayBank Systems Inc
1498 Boatmen's Bancshares Inc
2869 Boeing Employees Credit Union
2314 Boston Financial Data Service
2760 Branch Banking Trust
3034 Brown Brothers Harriman & Co
Canadian Imperial Bank of Commerce
Capital Bank
2747 Carroll County Bank & Trust Co
387 Carteret Savings Bank
Cenlar Federal Savings
776 Centerbank
3748 Central Carolina Bank & Trust
1343 Central Fidelity Banks Inc
845 Central Jersey Bank Corp
974 Charter One Bank FSB
3221 Chase Manhattan Bank NA
1906 Chase Manhattan Bank of Connecticut
3596 Chemical Bank
1843 Chevy Chase Bank FSB
1792 Citibank NA-NY
442 Citicorp NA
1321 Citizens Federal Bank
2033 Coastal Banc Savings Association
719 Columbia National Bank of Chicago
904 Comerica Band Texas
Commerce Bancshares Inc
3013 Continental Bank Corp
3684 Corestates Financial Corp
612 Crestar Bank
287 D Hilton Asociates
1546 Daiwa Bank Ltd
1874 Dauphin Deposit Corp
1619 Deposit Guaranty Corp
2942 Dime Savings Bank of New York
2255 Emigrant Savings Bank
3181 Eureka Bank
3597 F&M National Bank
62 Farm Credit Bank of Columbia
Farm Credit Services of So California
Farmers First Bank

3248 Fed Home Loan Bank of Pittsburgh
415 Federal Home Loan Bank Atlanta
141 Federal Home Loan Bank Seattle
1207 Federal Home Loan Bank of San Francisco
3611 Federal Reserve Bank Cleveland
3023 Federal Reserve Bank Kansas City
510 Federal Reserve Bank of Boston
1992 Federal Reserve Bank of Chicago
1035 Federal Reserve Bank of Dallas
99 Federal Reserve Bank of Minneapolis
3100 Federal Reserve Bank of Philadelphia
1651 Federal Reserve Bank of Richmond
382 Fidelity Federal Bank
2068 Fifth Third Bank
2264 First Alabama Bancshares Inc
22 First American National Bank
1422 First Bank Systems Inc
1490 First Citizens Bank
2258 First Commerce Corp
3756 First Commercial Corp
804 First Fidelity BanCorp
2549 First Intersate Bancorp
1226 First Interstate BancSystem
1554 First Los Angeles Bank
320 First National Bank of Central California
908 First National Bank of Maryland
First National Bank of Omaha
2427 First Nationwide Bank
613 First Security Service Co
1446 First Tennessee National Corp
515 First Virginia Banks Inc
2465 First of America Bank Corp
826 Firstar Bank Madison
2360 Firstar Corp
Fleet Services Corp
1984 Fourth Financial Corp
1227 Franklin Federal Bancorp
1545 Fulton Financial Corp
2882 Glendale Federal Bank
2963 Great Western Financial Corp
3040 Harris Trust & Savings Bank, The
544 Hibernia National Bank
179 Home Savings of America
3134 Huntington Bancshares Inc
Integra Financial Corp
555 Keycorp
2545 Keystone Financial Inc
2689 Lexington State Bank, The
516 Long Island Savings Bank
2855 Loyola Federal Savings Bank
1968 Main Line Federal Savings Bank
1884 Marine Midland Bank
2883 Mark Twain Bancshares Inc
1322 Marquette Bancshares Inc
3198 Marshall & Ilsley Corp
Mercantile Safe Deposit & Trust
546 Michigan National Corp
626 Midland Bank
3747 Midlantic National Bank
1024 NBD Bank NA-Flint
1354 NBD Bank NA-Grand Rapids
1682 NBD Bank VA
3202 NBO Bank Illinois
573 National City Bank of Cleveland
562 National City Corp
72 NationsBank Corp
1139 Navy Federal Credit Union
939 New England IBM
New Haven Savings Bank
1200 Nissan Motor Acceptance Corp
80 North Fork Bank
484 Northeast Savings FA
1416 Norwest Card Services
920 Norwest Corp
385 ORNL Federal Credit Union
Old Kent Financial Corp
2167 One Valley Bancorp Inc
3703 PNC Bank Corp
Pacifi IBM EFCU
935 Pentagon Federal Credit Union
110 Philips Electronics
1120 Piedmont Trust Bank
107 Plainsbank of Illinois
1127 Pomona First Federal Savings & Loan
1996 Premier Bank
1001 Provident Bank of Maryland
Rabobank Nederland
358 Republic National Bank of New York
171 Royal Credit Union
2108 SSA Baltimore Fed Credit Union
2036 San Francisco Federal Savings & Loan Assn
1609 Sandy Spring National Bank of Maryland
3115 Seafirst Bank
1175 Security Service Federal Credit Union
1252 Service Centers Corp
597 Sharonview FCU
241 Signet Banking Corp
30 Societe Generale
3759 South Trust Bank of Alabama
3680 St Paul Federal Bank for Savings
3024 Star Banc Corp
2525 State National Bank
518 State Street Bank & Trust Co
1017 Sterling Savings Association
2695 Student Loan Corp
258 Summit Bancorp
182 Sun Banks Inc
Suntrust Service Corp
1991 Sunwest Bank of Albuquerque
3084 Superior Bank
2905 TCF Bank
1336 Teachers Credit Union
1217 Texas Commerce Bancshares Inc
2731 Tinker Credit Union
922 Transamerica Finance Group Inc
2169 Trust C Bank of Atlanta
38 UJB Financial Corp
US Bancorp
US Central Credit Union
2861 US Trust Co of New York
1256 US Trust Corp
USA Group
1911 USAA Federal Savings Bank
2489 Union Bank
1346 Union Bank of Switzerland
2818 Virginia Beach Federal Savings Bank
2842 Wells Fargo Bank-NA
224 Westamerica Bank
1073 Wilmington Trust Co
317 Zapp Bank

Nondepository Institutions

42 AT&T Universal Card Services Corp
877 Agribank FCB
3605 American Express Co
1065 Avco Financial Services
1856 Bank of New York Delaware
1351 CFC
1644 CIT Group, The
2344 CSC Credit Services Inc
2890 CoBank
Commercial Credit Corp/Primerica
Congress Financial Corp
65 Dean Witter Discover & Co
24 First USA Bank
3232 GMAC Mortgage Corp
2597 General Motors Corp
2594 ITT Financial Corp
284 Imperial Credit Industries Inc
1507 John Deere Credit Co
MetLife Capital
1390 Metmor Financial Inc
3258 Nations Financial Capital Corp
2105 Nissan Motor Acceptance Corp
1441 North American Mortgage Co
2879 Residential Services Corp of America
2570 Sallie Mae
962 Sanwa Business Credit Corp
Textron Financial Corp
3643 Toyota Motor Credit Corp
1300 USL Capital
35 Weyerhaeuser Mortgage Co
3238 Whirlpool Financial Corp

Security & Commodity Brokers

1154 Advest Group Inc
1187 American Stock Exchange
2192 Caxton Corp
1987 Chicago Mercantile Exchange
31 Dean Witter Discover & Co
630 Depository Trust Co, The
Fidelity Investments Southwest
474 First Boston Corp
3213 Fortis Financial
1932 Goldman Sachs & Co
Greenwich Capital Markets Inc
552 IDS Financial Services Inc
Instinet Corp
201 Kemper Securities Inc
1467 Lehman Brothers Inc
Merrill Lynch & Co Inc
New York Stock Exchange
3646 Pacific Stock Exchange
2815 Paine Webber Inc
Pioneer Group Inc, The
2679 Prudential Securities Inc
Robert W Baird & Co Inc
1778 Southwest Securities Inc
2351 Swiss Bank Corp
1998 TransTerra Co
2175 Vanguard Group Inc, The
925 Waddell & Reed Inc
3086 Wertheim Schroder & Co Inc

Insurance Carriers

149 AEGON USA-Monumental Divisions
1674 Aetna Life & Casualty Co
1531 Aid Association for Lutherans
830 Allendale Insurance
823 Allied Group Insurance
3143 Allmerica Financial
2364 Allstate Insurance Co
2947 American Family Insurance Group
2804 American Family Life Assurance
2849 American International Group Inc
2511 American Medical Security
2299 American Nuclear Insurers
594 American Premier Underwriters Inc
75 American Republic Insurance Co
1338 American States Insurance Co
744 Ameritas Life Insurance Corp
2138 Amica Mutual Insurance Co
Arkwright Mutual Insurance Co
51 Atlantic Mutual Companies
Attorneys' Title Insurance Fund
Auto-Owners Insurance Co
2072 Automobile Club of Southern CA
3245 Bankers Life & Casualty
774 Berkshire Life Insurance Co
3608 Blue Cross Blue Shield of Florida
3732 Blue Cross Blue Shield of Iowa

3153 Blue Cross Blue Shield of Michigan
3197 Blue Cross Blue Shield of SC
2019 Blue Cross of Northeastern Pennsylvania
1647 Blue Cross of Western Pennsylvania
Blue Cross/Blue Shield Rochester
599 Blue Cross/Blue Shield of Central NY
204 Blue Cross/Blue Shield of Illinois
Blue Cross/Blue Shield of Maryland
3 Blue Cross/Blue Shield of Massachusetts
1486 Blue Cross/Blue Shield of Missouri
1381 Blue Cross/Blue Shield of NC
968 Blue Cross/Blue Shield of Nebraska
251 Blue Cross/Blue Shield of New Jersey
253 Board of Pensions
85 Business Men's Assurance
2992 CNA Insurance Companies
621 Calfarm Insurance Co
1855 California Casualty Mgmt Co
3267 California State Automobile Assn
563 Capital Blue Cross
2279 Capitol American Life Insurance Co
883 Chubb & Son Inc
Church Mutual Insurance Co
3126 Cigna Corp
1488 Cigna Property & Casualty
2551 Citizens Insurance Co of America
3005 Commerce Insurance Co
1287 Commercial Union Insurance Co
1637 Commonwealth Land Title Insurance Co
2987 Community Mutual Insurance Co
256 Continental Insurance
665 Country Companies Inc
1898 Crown Life Insurance Co
2500 Cuna Mutual Insurance Group
505 Delta Dental Plan of California
2162 Delta Dental Plan of Michigan
115 Diversified Investment Advisors
151 Doctor's Co, The
94 Empire Insurance Co
748 Employee Benefit Management Corp
697 Employers Health Insurance Co
3700 Equitable
1878 Equitable of Iowa Companies
2681 Erie Insurance Group
Farm Bureau Insurance
2171 Farm Bureau Life Insurance Co
Farmers Insurance Group
229 Federated Insurance Co
498 Feisco
2781 Firemans Fund Insurance Co
2187 Foremost Corp. of America
2475 Forethought Group, The
1251 Foundation Health Corp
2912 Franklin Life Insurance Co
2595 GEICO
2200 General Accident Insurance Co
1659 General American Life Insurance Co
1367 General Casualty Co
Great American Insurance Co
1520 Great West Life Assurance Co
2365 Green Tree Group, The
2242 Grinnell Mutual Reinsurance Co
558 Group Health Inc
617 Guardian Life Insurance Co
670 Hanover New England Inc
142 Harleysville Insurance Co
Hartford Steam Boiler Co
3187 Hawaii Medical Service Association
2927 Healthnet
181 Holden Group, The
2268 Home Insurance Co
1729 Homesteaders Life Co
87 Houston General Insurance Co
Humana Inc
605 IMT Insurance Co
522 ITT Hartford
2519 Indianapolis Life Insurance Co
242 Industrial Indemnity Co
1920 Industrial Risk Insurers
343 Intergroup Healthcare Corp
Interstate National Corp
JC Penney Life Insurance Co
3049 John Deere Health Care Inc
800 John Hancock Financial Services
2578 Kansas City Life Insurance Co
Kansas Farm Bureau Service Inc
108 Kemper National Insurance Companies
Kemper Reinsurance
1069 Key Benefit Administrators Inc
1719 Liberty Corp, The
1596 Liberty Mutual Insurance Co
214 Louisiana Workers Compensation Corp
2896 Lutheran Brotherhood
1642 MBL Life Assurance Corp
2714 MSI Insurance
Manhattan National Life
3109 Maryland Insurance Group Commercial Insurance Business Unit, The
2998 Maryland Insurance Group, The
3669 Massachusetts Mutual
1325 Medical Protective Co, The
66 Mercury Insurance Group
1789 Metropolitan Life Insurance Co
1026 Michigan Farm Bureau
Michigan Mutual Insurance
104 Minnesota Mutual Life Insurance Co
2495 Mortgage Guaranty Insurance Corp
361 Motorists Insurance Companies
160 Mutual of Omaha
2416 NAC Reinsurance Corp
386 National General Insurance Co
3771 Nationwide Insurance Co
2006 Netherlands Insurance Co, The
2956 New York Life Insurance Co
1515 Nippon Life Insurance Co
586 Norcal Mutual Insurance Co
2727 North American Benefit Association
565 North American Co
2868 Northwestern Mutual Life Insurance Co
2059 Northwestern National Life Insurance Co
371 Ohio Casualty Group
2305 Orion Capital Co
3180 PMA Group, The
2444 Pacific Mutual Life Insurance Co
13 Pan American Life Insurance Co
2581 Penn Mutual Life Insurance Co
3061 Pennsylvania Blue Shield
2262 Pennsylvania Employee Benefits
3116 Phoenix Home Life
2730 Physicians Mutual Insurance Co
1384 Principal Financial Group, The
333 Protective Life Corp
2409 Provident Life & Accident Insurance Co
1970 Provident Mutual Insurance Co
137 Prudential Insurance Co, The
2469 Ranger Insurance Co
885 Redwood Health Services
1927 Reliance Insurance Co
1239 Republic Financial Services Inc
433 Royal Insurance
2346 SAIF Corp
2432 Safeco Corp
2939 Scottsdale Insurance Co
1136 Seaboard Surety Co
2239 Security Connecticut Life Insurance
631 Sentry Insurance
3641 Sequoia Insurance Co
Shelby Insurance Co, The
1286 Shelter Insurance Companies
2951 Skandia Direct Operations Corp
3692 St Paul Companies Inc
1548 State Auto Insurance Companies
Sun Life of Canada
595 Swissre Holding NA Inc
2723 TIAA-CREF
619 Tokio Marine Management Inc
2613 Transamerica Occidental Life
1784 Travelers Companies, The
3681 Trigon Blue Cross Blue Shield
2476 US Fidelity & Guaranty Co
2792 US Healthcare
210 USAA
2114 Union Central Life Insurance Co
1236 Unisun Insurance Co
1914 United Services Life Insurance
3101 United Wisconsin Services Inc
1940 Universal Underwriters Group
Vision Service Plan
1678 Waite Hill Insurance Group
438 Wausau Insurance Companies
838 West Bend Mutual Insurance Co
2371 Western National Mutual Insurance Co
Westfield Companies
3007 Zurich Life
3141 Zurich-American Insurance Group

Holding & Other Investment

3111 ABN Amro NA Inc
1010 Acacia Group, The
1333 American Capital Mgmt & Research
1999 American General Corp
2889 American Premier Underwriters Inc
1018 Associated Group, The
460 Berwind Corp
Boatmens Trust Co
Brown Bothers Harriman & Co
2600 Calvert Group
3639 Capital Group, The-Brea
264 Capital Group, The-LA
1301 Charles Schwab & Co Inc
539 Cigna Cos
34 Cleveland Foundation, The
2706 Colonial Management Associates Inc
Eagle Industries Inc
1212 Enterprise Diversified Holdings Inc
2391 Fidelity Investments
2422 Fiduciary Trust Co International
1368 Ford Foundation
2904 Frank Russell Co
1403 Glenmede Trust Co, The
3612 Henry M Jackson Foundation, The
1014 Household International
2518 Josiah Macy Jr Foundation
209 Mac Arthur Foundation
Massachusetts Financial Services
Mitsubishi International Corp
876 Northwest Area Foundation
2530 Oppenheimer Management Corp
Pearson Inc
Pinnacle West Capital Corp
989 Providian Corp
1505 Putnam Investments Inc
R&R Properties LP
Sanford C Bernstein & Co
2833 Strong/Corneliuson Capital Mgmt
1840 Transamerica Fund Mgmt Co
Wellington Partners

All Other Finance, Insurance & Real Estate

2378 American Bankers Insurance Group
604 Aon Corp
816 Balcor Co, The
Benefit Management Consultants
3140 Berkley Administrators
Center for Claims Resolution
CenterMark Properties Inc
1172 Centra Capital Corp
127 Crawford & Co
2719 Cushman & Wakefield Inc
1153 ECA Companies
247 Fairfield Communities Inc
1635 Hutensky Group, The
426 ITT Community Development Corp
Insurance Information Institute
1615 Johnson & Higgins
478 Laing Properties Inc
MCG Healthcare Compensation
1980 Melvin Simon & Associates Inc
3728 National Council Comp Insurance
689 Parker Smith & Feek Inc
Resource Financial Group
1648 Sedgwick Noble Lowndes
Transamerica Real Estate Mgmt Co
959 UNUM Life Insurance
WF Corroon

Hotels & Other Lodging Places

1204 Best Western International
492 Fitzgeralds Group
167 Harvey's Resort Hotel & Casino
2339 Holiday Inn Worldwide
15 ITT Sheraton Corp
105 Interstate Hotels Corp
1350 Marriott International
2685 Mirage, The
Promus Companies Inc, The
948 Radisson Hotels Internatinal
1234 Renaissance Hotels & Resorts
2237 Resort at Squaw Creek, The
727 Sands Hotel & Casino
Senior Lifestyle Corp
1196 Stapleton Plaza Hotel & Fitness Center
2213 Walt Disney World Co
Westin Hoteis & Resorts

Business Services

2153 ACB Business Services
1755 ADP Dealer Services
352 ADT Security Systems
1398 ARINC Inc
1135 ASConsulting
Advantis
424 Advo Inc
1614 Aidus Corp
Alexander Group Inc, The
2765 American Teleconferencing Services Ltd
Ameritech Advertising Services
807 Anderson & Associates
Andrews & Associates
786 Apollo Travel Services
3721 Arthur D Little Inc
1997 Ask Group Inc, The
1243 Assets Unlimited Inc
Audits & Surveys Inc
Automatic Data Processing Inc
2618 BSG Consulting
1356 Bankers Systems Inc
129 Banyan Systems Inc
1705 Biosym Technologies
Boeing Information Services
3191 Brandon Systems Corp
1223 Brennan Thomsen Associates Inc
Buck Consultants Inc
1176 Business Performance Specialist
2780 C McGee & Associates
1666 CM Management Services
3118 Cambridge Technology Partners
2093 Candle Corp
2322 Capital Assoc Industries Inc
2125 Ceridian Employer Services
624 Chemical Abstracts Service
997 Cincinnati Bell Info Systems
1358 Collaborative Medical Systems
2538 Colon & Associates
2267 Colson Services Corp
1815 Comdata Corp
CompSource
3626 Compensation Analyst
1926 Compensation Consultants Inc
3124 Compensation Design Group
1449 Compensation Systems
2269 Compo Consulting Group
2975 Computer Data Systems Inc
3075 Computer Sciences Corp
1003 Connect Computer
1215 Consulting Services
144 Continuum Co Inc, The
2572 Convex Computer Corp
1376 Corporate Software Inc
1458 Council on Education in Management
1930 Cox Enterprises Inc
3069 Crowe Chizek & Co
2055 D&D Group of Sarasota Inc, The
2385 DCS Inc
940 DMGT Corp
2287 DS Nemerov & Associates
2415 DTL Consulting
1561 Darome Teleconferencing Inc
1366 David M Griffith & Associates Ltd
Davidson & Associates
Davis Consulting
1696 De Frain Mayer Lee and Burgess Associates
1079 Dialog Information Services Inc
571 Dimac Direct
Dorey Reagan & Associates
805 Dun & Bradstreet Information Services
367 Dynamics Research Corp
ESCA Corp
Echales Management Corp
1156 Effective Compensation Inc
2799 Electro Rent Corp
2053 Electronic Data Systems
772 EnaTec Software Systems Inc
491 Ensco Inc
1173 Epler Co
2684 Equifax Inc
3120 Executive Alliance
2571 Farm Credit Leasing Services
2208 Farren & Long Co
1202 First Data Corp
1043 First Data Resources Inc
476 First Financial Management Co
1879 Foushee Group Inc
3755 Franklin Quest Co
2676 Fujitsu-Ill Systems Inc
2671 GAB Business Services Inc
1672 GATX Capital Corp
2763 GE Capital Corp
1731 Gatx Corp
49 General Electric Computer Services
1915 General Research Corp
Godwins Booke & Dickenson
3097 Government Technology Svcs Inc
447 HBO & Co
3015 HFSI
2038 Harrington Services Corp
858 Hay Management Consultants-GA
Hay Management Consultants-TX
2079 Hegland Associates
Howard Johnson & Co
3157 Human Factors Inc
1285 Human Resource Network Inc
533 Human Resources Consulting
2976 IDX Systems Corp
205 Independent Consulting Resources Inc
3002 Integrated Marketing Services
Intermetrics Inc
731 International Human Resource Group Inc
2443 JLR Associates
398 Jackson Fuehrer & Associates Inc
102 James & Scott Associates Inc
2732 Jeanneret & Associates Inc
656 Johnson & Associates
Johnson Controls Inc
Johnson Controls World Services
2318 Kellerman & Associates
2670 Kelly Services Inc
219 Koss Management Consulting
2120 LB Associates
LPC
2517 Liebert Corp
3616 Litton Computer Services
2095 Lockhead Information Management Services
2705 Lotus Development Corp
1699 MAS Management Advisory Services Inc
16 MIB Inc
2758 MITA-USA
Management Design
Management Science Associates Inc
1352 Maritz Inc
1936 Mathews Young & Assoc Inc
Mc Connel and Co
Mc Donald Associates International
3635 Mc Gettigan Corporate Planning Services
1809 Medaphis
1551 Meek & Associates
3743 Memorex Telex Corp
2442 Mentor Graphics Corp
134 Microsoft Corp
266 Millward Brown
2497 Monroe Systems for Business
1405 Munro Associates
153 Must Software International
Nash & Co Inc
2091 National Computer Systems Inc
2238 Network Systems Corp
309 New Valley Corp
2419 Norrell Corp
942 Novell Inc
1119 Novo Nordisk Pharmaceuticals Inc
10 Nystuen & Associates
437 Olivetti North America
2330 Olsten Corp, The
1826 Output Technologies Inc
1559 PC Northwest Inc
PHH Corp
53 PRC Inc
2813 Panassow Associates
1550 Personnel Adminstration Services
3750 Personnel Connection Inc, The
1590 Petry Inc
2884 Pierce Leahy Corp
Pitney Bowes Management Services
2777 Praxis International
1473 Private Healthcare Systems Inc
3725 Prodigy Services Co
2230 Protection Technology Idaho

764 Qualex Inc Corporate Office
Quality Systems Inc
Quinlan Consulting Associates
743 RD Brown & Co
1290 RG Barry Corp
RG Bauer & Associates
2023 RJO Enterprises Inc
1698 RW and Associates
Reggio & Associates Inc
Remington Group, The
1307 Reward Strategy Group
Robert Anthony & Associates
964 Rockwell International
3029 Rollins Inc
SAS Institute Inc
2614 SMS
1854 Sacor Systems
Santa Cruz Operation Inc
1690 Scontrino & Associates
1070 Scripps Center for Quality Management
165 Sega of America
2620 Segal Co, The
1503 Sherpa Corp
1257 Shuman Management Consulting
Sibon & Co Inc
1720 Siebrand Wilton Associates Inc
3142 Software AG
Source One Management Inc
SpitzAnder & Associates Inc
1442 Starkey Beall & Co Inc
3726 Sterling Software
843 Sterling Software Inc-NSD
Stewart Associates
3617 Structural Dynamics Research Corp
3035 Sunquest Information Systems
3766 Systems Research Labs Inc
901 TDS Health Care Systems
277 TJ McCoy & Associates
3070 TRW Information Services
211 Taylor Co, The
Technical Aid Corp
Technomic/CGA Inc
967 Teleservices IMS-4
1281 Thomas Warren & Associates Inc
Thorne Brieger Associates Inc
1939 Trans Mountain Consulting Co
1960 Trans Union Corp
1386 Triad Systems Corp
150 US West Business Resources Inc
Ulmer & Associates
Unisys Corp-NJ
2816 Unisys Corp-PA
4 VI*Comp Management
Vanstar
1931 Vinnell Corp
1519 Volt Delta Resources Inc
155 WMS & Co Inc
1839 Wackenhut Services Inc
2111 Walker Research Inc
622 Walsh America
1067 Walsh Moncada & Co
3171 Wang Laboratories Inc
Washington Inventory Service
489 Waste Management Inc
Western Management Group
720 Whitney Smith Co Inc, The
2206 William M Mercer Inc
Wiseman Group, The
Wyatt Data Services Inc
Zaksas Associates

Health Services

2599 Albany Medical Center
2906 Albert Einstein Healthcare Network
3025 Albert Gallatin Home Care Inc
2981 Allegheny General Hospital
2821 Allied Services
1303 American Heart Association
1125 American Home Patient
2999 American Medical International
1140 American Red Cross-DC
1399 American Red Cross-NY
2129 Angeles Housing Concepts
512 Anne Arundel Medical Center
2898 Antelope Valley Hospital Medical Center
2984 Atlantic Medical Center
2894 BJC Health Systems
530 Baptist Hospital of Miami
2163 Baptist Medical Center-FL
3250 Baptist Medical Centers, The-AL
71 Bayfront Medical Center Inc
365 Baylor University Medical Center
3093 Baystate Health Systems
1950 Berkshire Health Systems
2493 Bethesda Hospitals Inc
787 Blood Center of Southeastern Wisconsin, The
2977 Bon Secours Health System Inc
2401 Boston University Medical Center Hospital
2962 Brackenridge Hospital
Brian Center Management Corp
1633 Butterworth Hospital
680 CAMC
955 CPC Behavioral Healthcare
757 Canonsburg General Hospital
3695 Capital Health System
273 Caremet Inc
430 Carondelet Health Care Corp
1218 Carrier Foundation
2001 Catholic Medical Center of Brooklyn & Queens
1133 Cedars-Sinai Medical Center
1362 Charlton Memorial Hospital
Chesapeake General Hospital
Children's Hospital Los Angeles
401 Children's Hospital of Wisconsin
380 Children's National Medical Center
841 Childrens Hospital of Pittsburgh
2498 Chilton Memorial Hospital
1189 Chino Valley Medical Center
762 Cleveland Clinic Foundation, The
1391 Colonial Life & Accident Insurance Co
3638 Colonial Penn Life Insurance Co
1504 Columbia Healthcare Corp
2046 Columbia Presbyterian Medical Center
2254 Columbia/HIA Healthcare Corp
2460 Community Care Network
1349 Community General Hospital
2088 Community Hospitals Central California
198 CompHealth Kron
1626 Cooper Hospital University Medical Center
828 Daniel Freeman Hospitals Inc
1625 Deborah Heart & Lung Center
869 Decatur Memorial Hospital
866 Delano Regional Medical Center
2952 Delta Dental Plan of MA
2247 Detroit Medical Center, The
280 Diagnostic Clinic of San Antonio
275 Doctors Medical Center
1767 Dover General Hospital
2918 Doylestown Hospital
570 Duke University Medical Center
1283 EHS Health Care
2943 East Tennessee Children's Hosp
1439 Eden Medical Center
92 Elizabeth General Medical Center
2462 Ellis Fischer Cancer Center
3028 FHP Inc-CA
1845 FHP Inc-VT
3273 Florida Hospital Medical Center
1835 Fort Sardcus Alliance
2329 Fred Hutchinson Cancer Research Center
3012 Freeman Hospital
1126 Friendly Hills Healthcare Network
168 Ft Sanders Sevier Medical Center
655 General Health Inc
359 Georgetown University Hospital
716 Georgia Baptist Healthcare System
1571 Glens Falls Hospital
Good Samaritan Hospital
2370 Graduate Health System
1695 Grady Health System
1435 Greater Southeast Healthcare System
1470 Greenville Hospital System
3026 Greenwich Hospital
1584 H Lee Moffitt Cancer Center
1282 HCA Presbyterian Hospital
Hackensack Medical Center
1744 Hahnemann University
773 Hanford Community Medical Center
2266 Harrison Memorial Hospital
2421 Harvard Community Health Plan
1050 Hazleton Washington
2131 HealthSpan Corp
3758 Healthsouth Rehabilitation Corp
217 Heartland Health System
990 Hillhaven Corp
2022 Hilton Head Hospital
Hitchcock Clinic
1850 Holy Cross Health Svcs of Utah
2199 Homedco Inc
1543 Hospital Sisters Health System
1745 Hospital of Saint Raphael
3749 Immanual Healthcare System
849 Indiana Hospital
2880 Inova Health System
517 Integrated Pharmacy Solutions Inc
1374 JFK Medical Center
2513 Jan Knox Village
1246 Jennie Edmundson Hospital
3741 Jewish Hospital of Cincinnati Inc
3686 Johns Hopkins Bayview MC
2485 Johns Hopkins Hospital, The
2028 Kaiser Foundation Health Plan
1654 Kaiser Permanente-CA Oakland
1268 Kaiser Permanente-CA Pasadena
2591 Kaiser Permanente-CO
2013 Kaiser Permanente-CT
477 Kaiser Permanente-GA
1985 Kaiser Permanente-HI
1383 Kaiser Permanente-MD
1034 Kaiser Permanente-TX
3117 Kelsey-Seybold Clinic
2762 Kerlan-Jobe Orthopaedic Clinic
3011 Lake Hospital System Inc
106 Lancaster General Hospital
694 Landmark Medical Center
28 Le High Valley Hospital
1021 Lee Memorial Hospital
3186 Legacy Health System
Lifeline Systems Inc
1827 Loma Linda University
Loma Vista Psychology Group
416 Long Island College Hospital
2308 Long Island Jewish Medical Ctr
3702 Lutheran General Hospital
245 Lutheran Health Systems
3640 Luthern Medical Center
2561 Mac Neal Hospital

2974 Main Line Health Inc
265 Marianjoy Rehabilitation Hospital & Clinic
810 Marshfield Clinic
824 Mc Leod Regional Medical Center
1045 MedView Services
2805 Medical Center Hospital
1852 Medical Center of Central Massachusetts
1033 Medical Center, The
Medstat Group, The
1892 Melrose-Wakefield Hospital
2276 Memorial Health System Inc
1091 Memorial Hospital-CO
3188 Memorial Hospital-FL
195 Memorial Mission Hospital Center
3030 Memorial Sloan-Kettering
2050 Menninger Clinic
2482 Mercy Health Services
Mercy Health Systems
3223 Mercy Hospital
244 Meritcare Hospital
1160 Mesa Luthern Hospital
2458 Methodist Hospital System, The
54 Methodist Hospital, The
3102 Methodist Hospitals of Indiana
3236 Miami Valley Hospital
58 Minneapolis Children's Medical Center
68 Mission Hospital Regional Medical Center
693 Montebello Rehabilitation Hospital
1012 Montefiore Medical Center
2221 Moses H Cone Memorial Hospital
1612 Mount Sinai Medical Center-FL
1780 Mount Sinai Medical Center-NY
1557 Mt Carmel Medical Center
3176 Mt Washington Pediatric Health
1604 Muhlenberg Hospital
2007 Muskogee Regional Medical Center
3736 Mutual of New York
932 NC Baptist Hospitals Inc
453 National Medical Care Inc
3254 National Medical Enterprises Inc
480 New England Medical Center
6 Newport Hospital
Nichols Institute
2807 North Memorial Medical Center
47 Northside Hospital
Northwest Community Hospital
889 Northwestern Memorial Hospital
1681 Norwalk Hospital
871 Ochsner Clinic of Baton Rouge
2352 Ochsner Medical Institutions
836 Ohio Valley Health Services & Education
2456 Oklahoma Healthcare Corp
654 Our Lady of the Lake Regional Medical Ctr
2935 PacifiCare Health Systems
2811 Pacific Medical Center
2931 Palo Alto Medical Foundation
1107 Park Ridge Health System
393 Parkland Hospital
2244 Parkview Memorial Hospital
2715 Peer Review Systems Inc
1922 Penrose-St Francis Healthcare
1443 Phoenix Children's Hospital
3648 Physicians Mutual Insurance Co
1385 Physicians Plus Medical Group
2737 Pine Rest Christian Hospital
2836 Pitt County Memorial Hospital
2937 Pittsburgh Mercy Health System
921 Presbyterian Health Services Corp
1988 Private Healthcare Systems Inc
2562 Providence Hospital
2156 Puget Sound Blood Center
1946 Qual Med Plans for Health
686 Radiological Associates
2220 Randolph Hospital Inc
2979 Rapid City Regional Hospital
2387 Richland Memorial Hospital
2074 Robert Wood Johnson Hospital
1094 Rochester General Hospital
2823 Roger Williams Medical Center
1669 SRS of Charity Health Care
3647 Salem Hospital
Salick Health Care Inc
2997 Samaritan Health System
837 Sarah Bush Lincoln Health Center
1749 Scicor Inc
1703 Scottish Rite Childrens Medical Center
2034 Scottsdale Memorial Health Systems
Scottsdale Memorial Hospital
1530 Sentara Health System
3234 Shands Hospital
1983 Sharp Health Care
2878 Sheppard & Enoch Pratt Hosp
1260 Sherman Hospital
147 Shriners Hospitals
3760 Sibley Memorial Hospital
1740 Sinai Hospital
1949 Sisters of Providence
783 Sisters of Providence Health System
SmithKline Beecham Clinical Lab
2691 Southeastern Health Services Inc
1510 Southern Health Systems
840 Spectrum Healthcare Services
408 St Agnes Hospital
2123 St Agnes Medical Center
2008 St Alphonsus Regional Medical Center
1363 St Anne's Hospital
293 St Cloud Hospital
1340 St Francis Hospital Center
2065 St John's Health System
2411 St John's Hospital & Health Center
3010 St John's Hospital & Medical Center
190 St John's Medical Center
2158 St Johns Mercy Medical Center
1754 St Johns Regional Medical Center
1183 St Joseph Hospital & Healthcare Center
3209 St Joseph Hospital-CO
238 St Joseph Hospital-IL
25 St Joseph Hospital-NH
St Joseph Hospital-PA
957 St Joseph Riverside Hospital
41 St Joseph's Care Group
1793 St Joseph's Hospital-NC
873 St Josephs Hospital & Medical Center
3155 St Josephs Medical Center
315 St Louis Children's Hospital
1103 St Luke's Episcopal Hospital
1487 St Luke's Health Systems
3242 St Luke's Hospital
1230 St Luke's Regional Medical Center
336 St Luke's Roosevelt Hospital
2168 St Lukes Hospital Kansas City
2101 St Marys Medical Center
2683 St Paul Medical Center
462 St Vincent's Health Center
1601 Stanford University Hospital
526 State University of New York
584 Staten Island University Hospital
3240 Strong Memorial Hospital
274 Summa Health System
434 Summit Medical Center
3651 Sutter Health
1337 Tahlequah City Hospital
2112 Texas Children's Hospital
2557 Tidewater Health Care Inc
2540 Tucson Medical Center
Tufts Associated Health Plans
2961 Tulane University Hospital & Clinic
2915 Tulsa Regional Medical Center
1665 ULLICO Inc
1412 UniHealth America
535 United Health Services
2881 United Hospital
3244 United Medical Center
2359 University Community Hospital
969 University Hosp/Bexar Co Texas
2118 University Hospital-CO
2797 University Hospital-GA
3125 University Hospitals of Cleveland
3150 University of Miami
1818 University of Pennsylvania Hospital
1008 University of Pittsburgh Medical
1768 University of Tennessee Medical Center
199 University of Texas
2782 University of Texas Health Center at Tyler
1146 Upper Valley Medical Center
749 VNA of Central Jersey
1064 VNS Home Care
3664 Valley Children's Hospital
2863 Victory Memorial Hospital
3121 Visiting Nurse Assoc of Boston
1191 Visiting Nurse Association of Orange County
2218 Washington Hospital Center
2843 Waterbury Hospital
2704 Watson Clinic
1757 Wausau Hospital
3079 Welborn Baptist Hospital
8 Wellness Plan, The
1093 West Jersey Health System
1905 West Virginia University Hospitals
1781 Western Pennsylvania Hospital
1738 Westlake Community Hospital
300 Whidbey General Hospital
1162 Wichita Clinic
3764 William Beaumont Hospital
881 Winchester Medical Center Inc
525 Winter Park Memorial Hospital
Yale New Haven Hospital

Educational Services

2510 American University
1859 Antioch College
1137 Apollo Group Inc
1404 Arizona State University West
3256 Babson College
1293 Ball State University
2480 Bellevue Public Schools
2363 Boston College
1586 Boston University
528 Boston University Medical Campus
1109 Bowdoin College
59 Brown University
2461 California College of Arts & Crafts
California State University
3735 Carnegie Mellon University
2983 Central Michigan University
Choate Rosemary Hall Foundation, The
1741 Colorado Northwestern Comm College
618 Cuny Research Foundation
1876 Dallas Independent School District
De Vry Technical Institute
569 Duke University
3663 Eastern Michigan University
Education Development Center Inc

Educational Testing Service
3152 Emory University
1677 Fairfield University
863 Fairleigh Dickinson University
1040 Ferris State University
1723 Fort Worth Independent School District
985 ICF Kaiser Engineers
2089 ITT Educational Services Inc
1730 Illinois Institute of Technology
Incarnate Word College
706 Indiana University
1751 Indiana University at Purdue
1042 International Foundation of Employee Benefits
2143 Johns Hopkins University
2412 Kamchameha Schools
Kent State University
2744 Lehigh University
1198 Louisiana State University
Loyola University-Chicago
1560 Lycoming College
Miami Dade Community College
2708 Milton Hershey School
2251 National Education Corp
2439 National Louis University
1400 Newport News Public Schools
3058 North Harris Montgomery Community College District
2335 Northwestern University
3090 Ohio State University
634 Ohio University
2451 Pennsylvania State University, The
1210 Pima Medical Institute
2871 Princeton University
Rensselaer Polytechnic Institute
513 Rhode Island School of Design
2569 Richmond Public Schools HRD
2794 Rutgers University
610 Santa Clara University
1342 Seton Hall University
1455 Stanford University
Star Mountain Inc
1886 Tufts University
2141 Tulane University
2858 University of Alabama at Birmingham
1129 University of Alaska Fairbanks
2924 University of California at Berkeley
2005 University of California at Davis
2873 University of California at San Diego
271 University of Chicago
69 University of Cincinnati Hospital
1742 University of Connecticut
2076 University of Houston at Clear Lake
2887 University of Illinois
University of Maryland System Administration
2596 University of Northern Iowa
1493 University of Pennsylvania
1481 University of Pittsburgh
3239 University of Rochester
1448 University of Tennessee
1579 University of Texas
University of Texas at Austin
782 Vanderbilt University
550 Walsh College
1587 Washington University School of Medicine
2505 William Mitchell College of Law
120 Worcester Polytechnic Institute
2404 Yale University

Membership Organizations

2349 AAA
1627 AAIM Management Association
2288 American Arbitration Association
American Association for the Advancement of Science, The
2151 American Association of Retired Persons
2729 American Bankers Association
893 American Chemical Society
2554 American Hospital Association
2585 American Insurance Association
76 American Medical Association
American Petroleum Institute
3746 American Red Cross CA
413 American Society Plastic Reconst Surgeon
2971 American Society of CLU & ChFC
2991 American Society of Employers
1752 Archdiocese of Indianapolis
792 Archdiocese of Milwaukee
668 Ashrae Inc
2223 Audit Bureau of Circulations
3147 Automobile Club of Hartford
Church of Jesus Christ
3649 Colorado Gerontological Society
310 Conference Board, The
3676 Diocese of Metvchen
3177 Employers Association Inc, The
Employers Purchasing Alliance
715 Farm Credit Council Services
853 Federal National Mortgage Association
3105 First Church of Christ Scientists
2776 Healthcare Financial Mgmt Assn
1912 Junior Achievement Inc
1549 Limra International
Loma
MRA The Management Association
941 MasterCard International Inc
3230 Metropolitan Chicago Healthcare Council
285 Michigan Credit Union League
397 Modern Language Association
965 Mountain States Employers Council Inc
3621 National Association of Securities Dealers
1237 National Auto Dealers Assn
1421 National Futures Association
2340 National Rural Electric Cooperation Assn
2602 National Safety Council
664 National Telephone Cooperative Association
1049 National Wildlife Federation
806 Neca
3110 New York Clearing House Association
852 Oncology Nursing Society
1763 Pennsylvania School Board Association
Retired Officers Association, The
1791 Savings & Community Bankers
Society for Human Resource Management
2320 Society of Manufacturing Engineers
1979 Washington Employer's Association
427 Water Environment Federation, The
2010 Wisconsin Evangelical Lutheran Synod
1077 Worldwide Church of God
1975 YMCA of the USA

Engineering, Research & Accounting

2224 A&C Enercom Consultants
425 ABB CE Services Inc
3145 Advanced Sciences Inc
216 Aeromet Inc
2479 Aerospace Corp, The
2058 AlliedSignal Technical Corp
American Cyanamid Co
3720 Argonne National Lab
Asplundh Tree Export Co
723 Babcock & Wilcox R&D Division
228 Battelle
2746 Battelle Northwest
Bechtel Corp
2278 Black & Beatch Engineer Architects
3194 Brown & Caldwell
CAE Link Corp
1324 CH2M Hill
2234 CNA Corp, The
2980 Calspan Corp
1089 Celgene Corp
1452 CollPro inc
1567 Compensation & Performance Management Co
Comsearch
2041 Coopers & Lybrand
1694 Cornerstone Management Services
1193 Creative Management Solutions
2110 Croner Co
2248 Crowe Chizek & Co
1552 Dames & Moore
2407 David M Griffith & Associates Ltd
39 David Sarnoff Research Center
2949 De Leuw Cather & Co
1029 Dembrowsky & Associates
2402 EG&G Idaho Inc
1377 ENSR Consulting & Engineering
Executive Resource Group Inc
1394 Factory Mutual Engineering
Fermilab
759 Fetcko Assocates
2611 Findley Davies & Co
400 FlexBen Corp
2441 Fluor Daniel Inc-CA
1602 Fluor Daniel Inc-TX
1895 Gilbert Commonwealth Inc
507 HR Management Inc
1171 Heyl Associates
2100 IBRD
1881 IPR Inc Mgmt & HR Consulting
Kuntz Lesher Siegrist & Martin
LBA Consulting Group
2061 Lanxide Corp
3694 Law Cos Group
3193 Lawrence Berkeley Laboratory
3625 Lawrence Livermore National Laboratory
Legicon Inc
2687 Leighton and Associates
788 Loral Western Development Labs
1717 Love Biomedical and Environmental Res
2396 MITRE Corp
363 Madsen Sapp Mena & Rodriguez
Maguire Group Inc
1771 Managing Decisions Inc
593 Mantech Environmental Tech Inc
758 Maxwell Labs
726 Midwest Research Institute
2098 Montgomery Watson
3671 O'Brien Kreitzberg
643 Olney Associates Inc
PC Services
1517 Parsons Brinckerhoff Inc
1533 Parsons Environmental Services Inc
2555 Pharmaco LSR
2081 Plasma Physics Laboratory
2377 Post Buckley Schuh & Jernigan
1795 Quantic
2759 Quorum Health Resources Inc
RTKL Associates

644 Radian Corp
235 Raytheon Services Nevada
3064 Research Triangle Institute
1436 Rhodes Shanley & Associates
1068 Robert L Sauer Associates
1480 Roy F Weston Inc
2155 Rust International Corp
Saje Consulting Group Inc
Sandia National Laboratories
SatCon Technologies Corp Inc
Schuster-Zingheim & Associates Inc
Science & Technology Corp
Scientech Inc
347 Sibson & Co Inc
2474 Silliker Laboratories Group
3738 Slavin Nevins & Associates Inc
Southwest Research Institute
Stanley Consultants Inc
Strategic Compensation Associates
Sullivan Cotter Associates Inc
411 Systran Corp
57 TASC
2742 THC Associates
2217 TRW Inc
3249 Toyota Technical Center USA Inc
US West Advanced Technologies
326 United Tech Research Center
248 Van Zant Resource Group,The
711 Villareal & Associates Inc
118 William M. Mercer Inc-KY
2309 William M. Mercer Inc-TX
282 Williams Thacher & Rand
2709 Wolf & Co of Massachusetts
Woodward Clyde Consultants

All Other Services

2872 ADIA Personnel Services
1668 American Cancer Society
American Consulting Group
2107 American Red Cross
3050 Avis Rent A Car System Inc
Baker & Hostetler
Baker & Mc Kenzie
3257 Bogle & Gates
3609 Borg-Warner Corp
2228 Boy Scouts of America
2615 Brookhaven National Laboratory
1969 Budget Rent A Car Corp
CCH Legal Information Services
2673 CPI Corp
690 Carlson Co Inc, The
Catholic Charities
Catholic Charities of the Arch
2948 Century Design Inc
Club Corp International
988 Comcare
1142 Consumer Credit Counseling
3045 Creative Hairdressers Inc
DCA Inc
781 Depelchin Children's Center
46 Devereux
2188 Disneyland
140 Eckerd Family Youth Alternatives
1005 EduCare Community Living Corp
1608 Father Flanagan's Boys Home
1090 Focus on the Family
2686 GES Exposition Services
2357 General Cinema Theatres
337 Girl Scouts of the USA
1857 Globe Group, The
1075 Goodwill Industries
734 Grand Casinos Inc
1450 HR Advantage LLC
1306 Harrah's Hotel & Casino
Human Resources Associates LTD
305 Hunton & Williams
769 Jewish Vocational Service
1848 John B Kuhn & Associates
2232 Kentucky Baptist Homes for Children
Knott's Berry Farm
556 March of Dimes Foundation
Mc Rackan Group Inc, The
231 Metro-Goldwyn-Mayer Inc
1297 Monterey Bay Aquarium
1466 Mudge Rose Guthrie Alexander
3672 Museum of Fine Arts Boston
2707 Museum of Science
1655 National Board of Medical Examiners
2556 National Car Rental Sys Inc
721 National Linen Services
National Renewable Energy Lab
1397 New Hampton Inc
1660 New York City Parks
Norwest Corp
Oflaherty & Belgum
2908 Ogden Services Corp
609 Personnel Managers Inc
362 Polygram Inc
2194 Resort Condominiums International
2056 Rider Bennett Egan & Arundel
2051 Rural Metro Corp
SSI Services Inc
3156 Salvation Army, The
3016 Schiff Hardin & Waite
324 Science Applications International
3763 Sea World Inc
383 Service Corp International
ServiceMaster Co, The
3705 Showboat Oper Co
1235 Smith Anderson Et Al
2310 Sodexho USA
2966 Sony Music Entertainment Inc
Travelers Express Co Inc
2752 Trinity Innovations Inc
2127 UNIPAC Service Corp
390 Underwriters Laboratories Inc
United Way of New York City
Vinson & Elkins LLP
Walt Disney Co
374 White & Williams
1929 Wilder Foundation

Executive, Legislative, General Government

801 Charleston County
5 Chesterfield County
1962 City of Ames
1105 City of Anaheim
2721 City of Austin
1031 City of Baytown
872 City of Beaverton
2285 City of Cincinnati
1966 City of Dallas
2410 City of Fort Lauderdale
1974 City of Fort Worth
1753 City of Glendale
3682 City of Greensboro
600 City of Hickory
61 City of Houston
2592 City of Jacksonville
2523 City of Lafayette
702 City of Lakewood
2509 City of Mesquite
1427 City of Milwaukee
1114 City of Newport News
738 City of Omaha
2275 City of Orlando
2031 City of Overland Park
City of Petersburg Personnel
2610 City of Phoenix
1320 City of Pocatello
791 City of Roanoke
1910 City of San Antonio
1088 City of Shreveport
917 City of Springfield
City of Tallahassee
1165 City of Topeka
1611 City of Tucson
1796 City of Tulsa
3135 City of Virginia Beach
2791 City of Winston Salem
1148 Clackamas County
1046 Clark County Personnel Department
3615 Confederated Tribes of Warm Springs
2745 County of Henrico
710 County of Lake Illinois
648 County of Los Angeles
3665 Department of Employment Div of Classificatıcn & Comp
1182 Du Page County
2018 Fairfax County Personnel
2617 Florida Department of Highway Safety
538 Gaston County Government
1823 Georgia State Merit System
12 Guilford County Personnel Office
887 Gwinnett County Government
1445 Idaho Personnel Commission
2604 Illinois Department of Cent Management
Jefferson County Government-KY
2845 Jefferson County Personnel Board
1169 Jefferson County-CO
2463 Missouri Personnel Division
2920 Montgomery County Government
354 NAWCAD Human Resources Office
2259 Nashville & Davidson City
2914 National Credit Union Administration
2743 New Mexico State Personnel Ofc
1437 North Dakota Personnel Division
2800 Port of Portland
Prince William County Government
583 Salt Lake County Personnel
2867 Southwest Florida Water Management
1790 St Louis County Government
2575 State of Kansas
3673 State of Louisiana
718 State of Oklahoma
1158 State of Oregon
122 State of Texas Auditor's Office
659 State of Utah
1849 Travis County
3263 US Office of Personnel Management
1706 Village of Downers Grove
1990 Virginia Department of Personnel and Train
Virginia Department of Transportation

All Other Public Administration

3056 Administrative Office of Courts-NC
963 Administrative Office of Courts-NM
536 Arizona Supreme Court
City of Detroit
Clerk of Circuit Court
649 Comptroller of the Currency
County of Los Angeles - DA
3067 Family Health International
Federal Home Loan Bank of Cincinnati
2527 Federal Reserve Board
592 General Dynamics Services
2688 Illinois/Department of Transportation
2734 Jet Propulsion Laboratory
Loral Aerospace
3627 Missouri Department of Highways & Transportation
166 Norfolk Redev & Hsg Authority
3167 Virginia Department of Transportation

All Other

486 ABT Associates Inc
2859 ACF Associates
1216 AT&T Capital Corp
3620 American Cancer Society
1414 American Express Co
797 American Re-Insurance Co
11 Amway Corp
589 Anchorage Convention & Visitors
575 Anthem Electronics
2283 Aspen Systems
1934 Associated Merchandising Corp
1041 Associates Corp of North America
Atlanta Committee to the Olympic Games
1916 Axel Johnson Inc
2196 Boston Technology
768 Buck Consultants Inc
CIESIN
789 Cadence Design Systems Inc
2989 California Fair Services Authority
Chicago Title & Trust Co
1959 Computing Devices International
2172 Consumers Union of United States
82 Countrymark Cooperative Inc
14 EG&G Energy Measurements Inc-NM
170 EG&G Energy Measurements Inc-NV
3169 EG&G Rocky Flats Inc
545 EOTT Energy Corp
ESL Inc Subsidiary of TRW Inc
490 Environmental Products Corp
3216 Exxon Chemical Co
1909 FERMCO
3059 Farmland Industries Inc
1382 Fujitsu Network Switching of America
1402 GE Capital Corp
1477 GTE Government Systems
1976 GTECH Corp
2839 Guideposts Associates Inc
469 Hitachi Computer Products America Inc
986 Hughes Training Inc
133 Immunex Corp
Insilco Corp
3761 Institute for Defense Analyses
947 International Technology Corp
520 Konica Business Machines USA Inc
Levy & Associates Inc
Liberty Financial Services Inc
2150 Lincoln Center Performing Arts
2785 Lincoln Hall
2301 Lockheed Austin Division
639 Mason & Hanger-Silas Mason Co Inc
879 Mastercard International Inc
2934 Microage Inc
2448 Miller Freeman Inc
2748 Missouri Higher Education Loan Authority
3138 National Opinion Research Center
1440 Northern California Cancer Center
2531 Ohmeda
2886 Pacific Enterprises
2302 Plasma Alliance Inc
420 Pool Co
2756 Premark International Inc
983 Rockwell International
3706 Rouse Co, The
454 SRI International
1359 Security Dynamics
1526 Sematech Inc
2624 Service America Corp
924 Simulation Sciences
3144 Sodexho USA
409 Space Telescope Science Inst
3660 Susquehanna Pfaltzgraff Co
302 Syncor International Corp
1078 TRW Space & Electronics Group
1000 Time Warner Inc
914 Transok Inc
URA Superconducting Super Collider Laboratory
1061 US West Marketing Resources Group
2767 USB/UTC
2568 USBI
3032 Ungermann-Bass Inc
1919 United Technologies Corp
2457 University Corp
637 Westinghouse Hanford Co
3163 Zeon Chemicals USA Inc
3021 ZymoGenetics

Canadian Firms

A Foster Higgins & Co Inc
7578 ADP Dealer Services Ltd
AGT Directory Limited
7519 AGT Limited
AVOC Financial Services Canada
Agropur Cooperative
Air Canada Inc
7473 Alberta Blue Cross
7411 Alberta Energy Co Ltd
7430 Alberta Medical Association
7348 Alberta Motor Association
7278 Alberta Wheat Pool
7311 Alcan Aluminium Ltd
7355 Alexander & Alexander
7418 Alexander Consulting Group
7413 Algonquin Collge of Arts & Technology
7505 Allstate Insurance Co of Canada
7443 Apotex
7407 Arbor Memeorial Services Inc
7328 Aria Commerce Inc
7563 Assurance vie Desjardins
7493 Atcor Resources Ltd
7556 Atomic Energy Control Board
7593 Atomic Energy of Canada Ltd
7377 Ault Foods Ltd
7465 BC Central Credit Union
7316 BC Gas Utility Ltd
BC Hydro
BC Rail Ltd
7388 BC Tel
7393 BCE Corporate Services Inc
7437 BCS Children's Hospital
7357 Ball Packaging Products Cdn Inc
7496 Bank of Canada
7516 Bank of Montreal
7536 Bank of Nova Scotia
7423 Bauschke & Associates Ltd
7300 Beaver Lumber Co
Bell Canada
7522 Bell Canada International Inc
7460 Bell Helicopter Textron
7531 Bell Mobility Cellular Inc
Bombardier Inc
Brewers Retail Inc
7592 Brock University
CDN Comp Resources Ltd
7549 CTV Television Network Ltd
7392 Calgary Herald
7333 Canada Post Corp
7524 Canada Safeway Ltd
7538 Canada Starch Co Inc
7370 Canadelle Inc
7500 Canadian Broadcasting Corp
7280 Canadian Forces Pers Support Pr
7363 Canadian General Insurance
7529 Canadian Hunter Exploration Ltd
7565 Canadian Medical Association
7317 Canadian National Railways
7364 Canadian Occidental Petroleum
7425 Canadian Oxygen Ltd
7551 Canadian Pacific Hotels & Resorts
7344 Canadian Pacific Ltd
7331 Canadian Security Intelligence Service
7454 Canadian Standards Association
7545 Canadian Tire Acceptance
7290 Canadian Tire Corp Ltd
7568 Canadian Utilities Ltd
7548 Canadian Wheat Board
7468 Canon Canada Inc
7347 Canpar Transport Ltd
7421 Cara Operations Ltd
7584 Cargill Ltd
7322 Centra Gas Ontario Inc
7526 Citadel Assurance
7535 Citibank Canada
7518 City of Calgary
7525 City of Edmonton
7307 City of Gloucester
7486 City of Lethbridge
7550 City of Ottawa
7372 City of Peterborough
7362 City of Toronto
Co-Op Atlantic
7498 Co-Operators, The
7332 Cobar Management Consulting
7586 Cognos Inc
7444 Cominco Ltd
7494 Compaq Canada Inc
7286 Computing Devices Canada Ltd
7387 Confederation Caisses Populair
7291 Connaught Laboratories
7588 Consumers Gas Co Ltd
Cooperative Federee De Quebec
7359 Coopers & Lybrand
7340 Corp of City of Burlington
7544 Corp of the City of Cornwall
7305 Cott Corp
7318 County of Grande Prairie #1
7346 Credit Union Central of Manitoba
7492 Credit Union Central of Ontario
7542 Crestar Energy
7455 Crowntek Inc
7515 Cyanamid Canada Inc
7566 Daishowa Forest Products Ltd
Dale Parizeau Inc
7528 Data General (Canada) Inc
7527 Delta Credit Union
7553 Dept of Human Resources Development Associates Intl
7499 Dominion Textile Inc
7573 Dover Elevator
7534 Dow Chemical Canada Inc
7416 DowBrands Canada Inc
7422 Du Pont Canada Inc
Ducks Unlimited Canada
Dun & Bradstreet
7490 Eaton Credit Corp
Ed Tel
7288 Edmonton Catholic School Dist
Equifax Canada
7431 Equitable Systems
Farm Credit Corp
7282 Federal Business Dev Bank
7398 Federal Express Canada Ltd
7345 Federation des Caisses Populaire
7479 First Heritage Savings
7477 Ford Motor Co of Canada Ltd
7577 Gendis Inc
7335 Gibson Petroleum Co Ltd
7417 Good Samaritan Society
7466 Government of Alberta
7298 Government of Yukon

7115 Great West Life Assurance Co
7314 Greater Vancouver Regional District
7564 Halifax Insurance
7375 Halifax Port Corp
7374 Hallmark Cards
Hansen Bate & Smith Insurance Agencies Ltd
7296 Harris Farinon Canada Inc
7475 Hibernia Management Development Co
7343 Hong Kong Bank of Canada
7329 Hotel Dieu Hospital
House of Commons
7380 Household Financial Corp
7560 Hudson's Bay Co Ltd
7350 Hugh Mc Millan Rehabilitation Center
Humber College
7304 Husky Oil Operations Ltd
7509 Hydro-Quebec
7517 ICI Canada Inc
7580 IMS Canada
7283 IWK Children's Hospital
7295 Independent Order of Foresters
7591 Indian & Northern Affairs Cda
7294 Information Systems Management Corp
7458 Insurance Corp of BC
7215 Intl Human Resources
7487 Investors Group Inc
Island Medical Laboratories Ltd
7445 JM Schneider Inc
7572 John Deere Ltd
Joseph E Seagram & Fils Limitee
7361 KPMG Actuarial Benefits & Compensation
Kelowna & District Credit
7415 Kmart Canada Ltd
7510 Kodak Canada Inc
7424 Kraft General Foods Canada
Kruger Inc
7555 L'Ind-Alliance Campagnie d'Assur
7433 La Societe des Alcools du Quebec
7434 Lafarge Canada Inc
7327 Lennox Industries Ltd
7394 Liberty Mutual Ins Co
7570 Liquor Control Board of Ontario
7308 Lumonics Inc
7581 Lutheran Life of Canada
7456 MPR Teltech Ltd
7338 Mac Millan Bathurst
7449 Mac Millan Bloedel Ltd
7457 Manitoba Hydro
7585 Manitoba Public Insurance Corp
7406 Manulife Financial
7504 Matsushita Electric Corp of Canada Ltd
7404 Mc Dowall Associates
7582 Mc Gill University/James Admin
7521 Medis Health & Pharmaceutical
Merrill Lynch Canada Inc
Metall Mining Corp
7409 Methanex Corp
7379 Metrc Group Companies
7472 Metro Separate School Board
7478 Metropolitan Toronto Police
Michelin Tires Canada Ltd
7435 Miles Canda Inc
7401 Mitel Corp
7447 Mitsubishi Waterloo Factory
7336 Mobil Oil Canada
7391 Molson Breweries
7489 Molson Companies Ltd
7325 Moore Business Forms & Systems
7356 Mortgage Insurance Co of Canada
Motorola Codex
7471 Municipality of Metro Toronto
7476 Municipality of Waterloo
7446 Mutual Life of Canada
NB Electric Power
7342 Nabisco Brands Ltd
7503 Nacan Products Ltd
7559 National Bank of Canada
7360 National Grocers Co Ltd
7297 National Sea Products Ltd
Nesbitt Thomson Deacon Inc
7483 Nestle Canada Inc
New Brunswick Telephone Co
Nielsen Marketing Research
7539 Noranda Minerals Inc
7371 Norbord Industries Inc
7376 Nordion International Inc
7279 North Shore Credit Union
7428 Northwestern Utilities Ltd
7439 Norwich Union Life Ins Society
Nova Scotia Liquor Commission
7284 Nova Scotia Power Inc
Novacor Chemicals Canada Ltd
7365 Novacor Chemicals Ltd
7281 OSRAM Sylvania Ltd
7532 Omers
Ontario Hydro
7384 Ontario Institute for Studies of Education
7382 Oshawa Group Ltd
Ottawa Carlton Reg Transit Comp
PPG Canada Inc
7557 Peel Regional Police
7385 Petro Canada
7334 Pfizer Canada Inc
7547 Pharma Plus Drugmarts Ltd
7554 Pillsbury Canada Ltd
7530 Pirelli Cables Inc
7426 Prairie Centre Credit Union Ltd
7540 Prudential Assurance Co Ltd
7395 QIT Fer et Tetane Inc
7419 Quebecor Printing Inc
7575 Quno Corp
7497 RD & Associates
7488 RJR Macdonald Inc
7579 Regional Municipality of Niagara
7341 Reynolds & Reynolds (Canada) Ltd
7474 Richardson Greenshields of Canada
7506 Rogers Broadcasting Ltd
7507 Rogers Cable Systems
7508 Rogers Cantel Inc
7289 Rohm & Haas Canada
7293 Rothmans Benson & Hedges Inc
7405 Royal Bank of Canada
7481 Royal Doulton Canada
7463 Royal Le Page Real Estate
7402 STCUM
7562 Saint John Shipbuilding Ltd
7589 Sask Property Mgmt Corp
Saskatchewan Assn of Health Organization
7452 Saskatchewan Power Corp
7453 Saskatchewan Wheat Pool
7367 Saskatoon Credit Union Admin
7302 Scott Maritimes Ltd
7571 Seaboard Life Insurance Co
7389 Searle Canada Inc
7378 Senstar Corp
Shell Canada Ltd
7368 Sherwood Credit Union
7403 Societe Radio Canada
7462 Sonoco Ltd
Sony Music Canada Inc
7567 Sony of Canada Ltd
7358 Standard Life Assurance Co
7576 Stone-Consolidated Corp
7339 Sun Microsystems of Canada Inc
7514 Suncor Inc
7513 Syncrude Canada Ltd
7853 T Easton Co Ltd
Talisman Energy
7520 Teachers Pension Plan Board
7594 Teleglobe Insurance Systems
7330 Teranet Land Information Services Inc
7410 Toronto Dominion Bank
7512 Toyota Canada Inc
Toyota Motor Manufacturing Cda
7287 Toys R Us Canada Inc
TransCanada Pipelines Ltd
7408 Transamerica Life Insurance Co of Canada
7310 Treasury Board of Canada
7390 Treasury Board of Secretariat
7373 Tupperware Home Parties
7324 Tyson & Associates Ltd
7306 Union Gas Ltd
7501 United Cooperatives of Ontario
7369 United Grain Growers Ltd
7337 Unitel Communications Inc
7351 University of Lethbridge
7301 University of Manitoba
7491 University of Toronto
Victoria General Hospital
7386 Videotron Communications Ltd
7558 WR Grace & Co of Canada Ltd
7352 Walmar Ltd
7574 Warner Lambert Canada Inc
7432 Westcoast Energy Inc
7414 Western Canada Lottery Corp
Western Compensation & Benefits Consult
7349 Western Management Consultants
7502 Westinghouse Canada Inc
Weyerhaeuser Canada Ltd
7469 Workers' Compensation Board
7353 Wyeth-Ayerst Canada Inc
7480 Xerox Canada Inc
7321 Yamaha Motor Canada Ltd
7482 Zeneca Agro
7470 Zurich Canada

Definitions – U.S.

- **Nonexempt Salary Employees:** Salary *nonunion* employees covered by the Fair Labor Standards Act. *Exclude hourly employees, both union and nonunion.*
- **Exempt Salary Employees:** All other salary employees except officers/executives not subject to the overtime pay provisions of the Fair Labor Standards Act.
- **Officers/Executives:** Top and/or senior management. Typically the chief executive officer through the executive-vice-president or vice-president level.
- **General Increase:** Any across-the-board increase granted to all or most employees in the group and given without consideration to performance. Such increase is granted in terms of cents per hour or percent of pay, but for purposes of this report, is expressed as a percentage based on the average salary of the applicable group.
- **COLA (Cost-of-Living Allowance):** An increase which is automatically granted to all employees in the group when the Consumer Price Index rises a given number of points. Such increase is granted in terms of cents per hour or percent of pay, but for purposes of this report is expressed as a percentage based on the average salary of the applicable group. For the projected 1995 data, assume a CPI movement of 3.0%.
- **Merit Budget:** The amount established by management as a percentage of payroll to be granted as salary merit increases during a year. Otherwise, the budget percentage is calculated as the sum of all salary merit increases granted or scheduled to be granted in the year divided by the total salaries of all eligible employees whether or not they received a merit increase. The calculation incorporates participation rates. This calculation should be used in reporting data for Questions 3 & 4.
- **Total Increase:** The total amount of any combination of the above increases (General Increase, COLA, Merit Budget) established by management and expressed as a percentage of payroll to be granted as increases during a year. The budget percentage is calculated by totaling the amount of all general increases, cost-of-living adjustments and merit increases granted or scheduled to be granted in the year, and dividing by total salaries.
- **Variable Pay:** The amount established by management as a percentage of payroll to be granted as variable pay during the year. Included in this calculation are:
  - **Individual Incentive Awards:** Provided under a formal plan (not discretionary) for employee performance in designated jobs.
  - **Special Individual Recognition Awards:** Given discretionarily to key contributors or teams. Not for length of service or equity.
  - **Group/Team Awards:** Provided under a formal plan (not discretionary) for a plant, division, work unit or team results. (e.g., gainsharing; covers only a segment of organization).
  - **Organizationwide Awards:** Under a formal plan (not discretionary) based on the success of the whole organization. (e.g., cash profit sharing – exclude retirement plans).
  - **Scheduled Lump-Sum Award:** Based on individual performance (due to position in range, e.g., if over the maximum). (In lieu of or in addition to the regular merit program, regardless of position in range.)

  Please exclude any sales or sales-manager bonuses, any awards intended only for management/executive-level employees.

Definitions – Canada

- **Nonmanagement Employees:** Salaried *nonunion* employees. *Exclude hourly employees, both union and nonunion.*
- **Management and Professional Employees:** All other salaried employees except officers/executives.
- **Officers/Executives:** Top and/or senior management. Typically the chief executive officer through the executive-vice-president or vice-president level.
- **General Increase:** Any across-the-board increase granted to all or most employees in the group and given without consideration to performance. Such increase is granted in terms of cents per hour or percent of pay, but for purposes of this report, is expressed as a percentage based on the average salary of the applicable group.
- **COLA (Cost-of-Living Allowance):** An increase which is automatically granted to all employees in the group when the Consumer Price Index rises a given number of points. Such increase is granted in terms of cents per hour or percent of pay, but for purposes of this report is expressed as a percentage based on the average salary of the applicable group. For 1994, assume a Canadian CPI increase of 1.5%.
- **Merit Budget:** The amount established by management as a percentage of payroll to be granted as salary merit increases during a year. Otherwise, the budget percentage is calculated as the sum of all salary merit increases granted or scheduled to be granted in the year divided by the total salaries of all eligible employees whether or not they received a merit increase. The calculation incorporates participation rates. This calculation should be used in reporting data for Questions 3 & 4.
- **Total Increase:** The total amount of any combination of the above increases (General Increase, COLA, Merit Budget) established by management and expressed as a percentage of payroll to be granted as increases during the year. The budget percentage is calculated by totaling the amount of all general increases, cost-of-living adjustments and merit increases granted or scheduled to be granted in the year, and dividing by total salaries.
- **Variable Pay:** The amount established by management as a percentage of payroll to be granted as variable pay during the year. Included in this calculation are:
  - **Individual Incentive Awards:** Provided under a formal plan (not discretionary) for employee performance in designated jobs.
  - **Special Individual Recognition Awards:** Given discretionarily to key contributors or teams. Not for length of service or equity.
  - **Group/Team Awards:** Provided under a formal plan (not discretionary) for a plant, division, work unit or team results. (e.g., gainsharing; covers only a segment of organization).
  - **Organizationwide Awards:** Under a formal plan (not discretionary) based on the success of the whole organization. (e.g., cash profit sharing – exclude retirement plans).
  - **Scheduled Lump-Sum Award:** Based on individual performance (due to position in range, e.g., if over the maximum). (In lieu of or in addition to the regular merit program, regardless of position in range.)

  Please exclude any sales or sales-manager bonuses, any awards intended only for management/executive-level employees.

1994/1995 SALARY BUDGET SURVEY

Please return questionnaire no later than July 1, 1994.

1. Enter the S.I.C. Code from the enclosed list.

   ☐☐☐ Standard Industrial Classification (S.I.C.) Code

2. What region covers the majority of your employees reported below? (Check only one.)

   - ☐ Eastern United States – Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, eastern Pennsylvania, Rhode Island, Vermont, Virginia, Washington D.C., West Virginia
   - ☐ Central United States – Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, western Pennsylvania, South Dakota, Wisconsin
   - ☐ Southern United States – Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas
   - ☐ Western United States – Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

3. What is your salary-increase program for 1994?

Number of Cov'd. Employees		General Increase/ COLA	Merit Increase	Variable Pay	Total
	Nonexempt Salary	%	%	%	%
	Exempt Salary	%	%	%	%
	Officer/Executive	%	— %	%	%
	◀ Total				

4. What are your salary-increase plans or estimates for 1995?

	General Increase/ COLA	Merit Increase	Variable Pay	Total
Nonexempt Salary	%	%	%	%
Exempt Salary	%	%	%	%
Officer/Executive	%	%	%	%

5. (a.) If you use a salary-range structure, by what percentage did you increase the ranges in 1994?

   Nonexempt _____ % Exempt _____ % Officer/Executive _____ %

   (b.) By what percentage do you plan to increase the salary-range structure for 1995?

   Nonexempt _____ % Exempt _____ % Officer/Executive _____ %

6. Promotional Increases

   (a.) If promotional increases are not identifiable, please write N/A in the following space: _____

   (b.) Budgeted promotional increases for 1994 will equal _____ % of total base salaries.

   (c.) Employees having received promotional increases in 1994 will equal _____ % of the total employee population.

Order Form for 1994-1995 Salary Budget Survey Supplemental Reports

Use this form to request a confidential supplemental report providing salary budget data for a group of organizations selected from the list of survey respondents that authorized use of data for this purpose. (See list on pages 36-52 of ACA's *1994-1995 Report on the Salary Budget Survey*. A code preceding an organization's name indicates authorization.) From 10 to 25 organizations may be selected. No information about individual companies will be revealed.

Each supplemental report is a computer printout of the total/average salary budget data for the group of organizations selected. Group data will be reported by standard Salary Budget Survey categories, including total increases, general increases, cost-of-living adjustments, merit increases, alternative rewards, and salary structure adjustments for non-exempt, exempt and officer/executive salary budgets. Cost of each report is $50. For more information, call the ACA Technical Services staff at 602/951-9191.

To order a supplemental report, please print or type the code numbers and names of at least 10, but no more than 25, organizations selected from the list on pages 36-52:

Code #	Organization Name	Code #	Organization Name
(1) _____	_____	(14) _____	_____
(2) _____	_____	(15) _____	_____
(3) _____	_____	(16) _____	_____
(4) _____	_____	(17) _____	_____
(5) _____	_____	(18) _____	_____
(6) _____	_____	(19) _____	_____
(7) _____	_____	(20) _____	_____
(8) _____	_____	(21) _____	_____
(9) _____	_____	(22) _____	_____
(10) _____	_____	(23) _____	_____
(11) _____	_____	(24) _____	_____
(12) _____	_____	(25) _____	_____
(13) _____	_____		

Cost of each supplemental report is $50.00.

Name _____

Title _____

Firm _____

Address _____

City _____ State _____ ZIP _____

Phone ( ) _____

Pre-payment is required. You may enclose check or money order, or charge to credit card below. Credit-card orders may be made by telephone or fax.

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